

BEE IMPROVEMENT AND BEE BREEDERS ASSOCIATION

POLICY CONCERNING WORKING WITH YOUNG PEOPLE & VULNERABLE ADULTS

It is our policy to recruit, train and supervise trustees and volunteers so as to adopt best practice to safeguard and protect young people and vulnerable adults from abuse, and themselves against allegations.

If you are aware of any form of abuse or harm of a young person or vulnerable adult, within any environment connected with BIBBA, by a colleague or any other person, you must report this to a trustee of BIBBA. The matter must be investigated. Confidentiality will be maintained as far as possible, but cannot be guaranteed. You should remember that it is the young person or vulnerable adult that you are protecting.

Trustees or volunteers who raise concerns in good faith will be protected by the organisation from reprisals or victimisation. Any trustee or volunteer with knowledge of such abuse or harm, who does not report it, will be subject to disciplinary action. Anyone attempting to stop or discourage another trustee or volunteer from coming forward to express a serious concern will be subject to disciplinary action. Likewise, anyone who criticises or victimises another person after a concern has been expressed will be subject to disciplinary action.

A young person or vulnerable adult's behaviour must be managed effectively and in a manner appropriate for their stage of development.

A young person or vulnerable adult will be treated with respect at all times. You must ensure that this policy is applied consistently so that the young person or vulnerable adult knows what is acceptable behaviour and what is not.

You should never:

- use or threaten physical punishment
- use techniques intended to single out and humiliate the young person or vulnerable adult
- use menace in response to a young person's or vulnerable adult's behaviour.

Physical intervention should only be used to manage a young person or vulnerable adult's behaviour if it is absolutely necessary to prevent personal injury to themselves or others, to prevent serious damage to property, or in what would reasonably be regarded as exceptional circumstances. Any occasion where physical intervention is used to manage a young person's behaviour must immediately be notified to the chair of trustees..

No trustee or volunteer should put himself or herself in a position whereby allegations of inappropriate behaviour could be made.