

## Young Persons and Vulnerable Adults Protection Policy

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**This document outlines the Findhorn, Nairn and Lossie Rivers Trust (FNLRT) commitment to protecting young people and vulnerable adults. The document applies to all staff members employed by, and volunteers working with, the FNLRT, the Findhorn District Salmon Fishery Board, the Lossie District Salmon Fishery Board (Fishery Boards).**

The FNLRT and Fishery Boards are fully committed to safeguarding the welfare of all young people and vulnerable adults in its care. It recognises the responsibility to promote safe practice and to protect young people and vulnerable adults from harm, abuse and exploitation.

For the purposes of this policy a young person is recognised as someone under the age of 18. For the purpose of this policy a vulnerable adult is recognised as an adult (a person aged 18 or over) who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation'. (*Definition from 'No Secrets' March 2000 Department of Health.*)

This could include people with learning difficulties, mental health problems, older people and people with a physical disability or impairment. It may also include victims of domestic abuse, hate crime and anti-social abuse behavior.

FNLRT and Fishery Board staff and volunteers will work together to embrace difference and diversity and respect the rights of young people and vulnerable adults.

This policy is based on the following principles:

- The welfare of young people and vulnerable adults is the primary concern.
- All young people and vulnerable adults, 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.
- Protecting young people and vulnerable adults is the responsibility of all staff and volunteers.
- Young people and vulnerable adults have the right to express views on all matters which affect them, should they wish to do so.
- Our organisation shall work in partnership with young people and parents/carers/teachers to promote the welfare, health and development of young people and vulnerable adults.

**The FNLRT and Fishery Boards will:**

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1. Promote the health and welfare of young people and vulnerable adults by providing opportunities for them to take part in outdoor education activities safely.
2. Respect and promote the rights, wishes and feelings of young people and vulnerable adults whom we may interact with.
3. Promote and implement appropriate procedures to safeguard the well-being of young people and vulnerable adults and protect them from abuse whilst involved in our activities.
4. Train, support and supervise staff and volunteers to adopt best practice to safeguard and protect young people and vulnerable adults from abuse and to reduce risk to themselves.
5. Require staff and volunteers to adopt and abide by this policy.
6. Respond to any allegations of misconduct or abuse of young people or vulnerable adults in line with this policy as well as implementing, where appropriate, the relevant disciplinary and appeals procedures.
7. Observe guidelines issued by local Child Protection Committees in [Moray Council](#) and [Highland Council](#) for the protection of children and also adhere to the Scottish Government's Guidance on National Guidance for Child Protection in Scotland. This can be found by following the link below. <http://www.scotland.gov.uk/Resource/Doc/334290/0109279.pdf>
8. Regularly monitor and evaluate the implementation of this policy.

**FNLRT, Fishery Board Staff and volunteers will:**

- Follow this policy at all times when working with young people and vulnerable adults.
- Act appropriately around young people and vulnerable adults and use appropriate language at all times. Make physical contact that is in line with the outdoor education activity only.
- Never spend time alone with a young person or vulnerable adult.
- Ensure children are never left on their own, or in the company of an unknown adult.
- Should a young person or vulnerable adult wish to tell you about a matter that concerns them you will:
  1. Listen patiently and calmly to the young person or vulnerable adult.
  2. Never promise to keep it a secret – tell them you must let someone else know.
  3. Reassure the young person or vulnerable adult they are doing the right thing by telling you.
  4. Report the conversation to the River Director and/or respective Board Chairman.
  5. Write a factual account of anything seen or heard that concerned you immediately and make available to the River Director and/or Board Chairman.
- Note that failure to adhere to this policy is a serious issue and may result in the disciplinary process.

**Review**

This Policy will be regularly reviewed:

- In accordance with changes in legislation and guidance on the protection of young people and vulnerable adults.
- Following any issues or concerns raised about the protection of young people and vulnerable adults within the Rivers Findhorn, Nairn and Lossie. Concerns must be reported to the River Director and/or Board Chairman and the concerns raised will be on the agendas of both the FNLRT Board meeting and respective District Salmon Fishery Board meeting.
- In all other circumstances, at least every 12 months.

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## **Additional Contact Numbers and Information**

### **Moray Council Child Protection**

**Tel: 01343 565900 (office hours)**

**Tel 0845 7565656 (out of hours)**

### **Highland Council Child Protection**

**Tel: 0800 0938100 (office hours)**

**Tel 0845 6014813 (out of hours)**

**Police 999 or 101**

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