



Go-Mann Adventures, Isle of Man – Safeguarding Policy

Go-Mann Adventures is an Isle of Man business registered at:
39 Droghadfaile Road
Port Erin
Isle of Man
British Isles
IM9 6EN
and operates within Isle of Man law and procedures.

The business owner is:
Dr Andrew Foxon
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Website: www.go-mannadventures.com

Safeguarding Policy and Procedures **Principles and Policy Statement**

Go-Mann Adventures is fully committed to ensuring the safety and wellbeing of all clients who attend the courses, walks and events it organises.

In addition to careful planning, hazard & risk assessment and client briefing, Go-Mann Adventures takes additional measures for the safeguarding of children, young people and vulnerable adults on courses, walks and events. The principles which lie behind these measures draw from a common basis which will apply to all clients.

General Principles

Go-Mann Adventures.....

- Values inclusivity, appreciates difference, welcomes learning from others, and considers all participants to be equal
- Respects everyone's dignity equally
- Acts as a positive role model, in the use of language, behaviour and good time keeping
- Sets and monitors appropriate boundaries and relationships when working with children
- Puts the welfare of the child and their enjoyment of the activity first
- Creates and maintains a safe and caring environment in order to enable children to ask questions and/or raise concerns
- Builds relationships based on mutual respect, and gives and receives feedback in constructive ways
- Does not tolerate activities or behaviours which are abusive or inappropriate, e.g. bullying or harassment including those from a child's peers
- Takes action if they have concerns about a child's welfare
- Ensures physical contact occurs only when necessary, and is kept to the safe minimum e.g. in a medical emergency. This should be done only with the knowledge, informed consent and agreement of the child and/or their parent/guardian and this may be a verbal agreement
- Respects confidentiality whenever possible when issues are reported

General child (under 18s) safeguarding policy

All participants aged under 18 are only allowed on activities with Go-Mann Adventures provided:

- they are accompanied by a parent/legal guardian on a 1:1 basis at all times, and their parent/legal guardian is within sight and sound of their child during the activity or
- accompanied by teachers, teaching supporters and/or parent helpers who are acting *in loco parentis* of the child or group of children and at least one of whom is within sight and sound of the child(ren) during the activity
- the parent/guardian/person acting *in loco parentis* must take heed and act upon all information, guidance or hazard warnings given by Go-Mann Adventures in advance of the activity, in the pre-activity briefing or during the activity itself

Go-Mann Adventures does not act *in loco parentis* at any time.

All interaction, coaching, leading and guiding of children must be within the group, with at least one other adult present so as to avoid working in isolation with a child.

Go-Mann Adventures' duty of care applies to the activity only and there will be a clear transfer of responsibility at the beginning and at the conclusion of the activity.

Since not all activities offered by Go-Mann Adventures may be suitable for (all) under 18s, we reserve the right to decline work which might threaten our duty of care to all our clients.

General Procedure

As the owner of Go-Mann Adventures, Dr Andrew Foxon is the Designated Safeguarding Lead. He is also the Point of Contact for any other bodies or individuals should there be a safeguarding incident. He is qualified through Mountain Training England (and other bodies), First Aid-trained and insured.

Andrew Foxon will ensure that this policy is reviewed at least every two years, or following circumstances which provide an additional reason to review it, and updated (if deemed necessary).

Safer recruitment: Should Go-Mann Adventures seek to engage someone as an employee or volunteer who will be working with children or known vulnerable adults, especially if they are working unsupervised, then an enhanced Disclosure and Barring Service check (or the review of an existing enhanced DBS check) will form part of the recruitment process and a requirement to have undertaken Child Safeguarding training.

Andrew Foxon will ensure that any volunteers, co-workers, partner organisations and staff are issued with and made aware of this policy.

Any safeguarding concerns should be reported to Andrew Foxon and he will make the decision whether to refer the incident to a statutory and/or other agency.

In following these procedures, Andrew Foxon will be guided by the policies and procedures of Mountain Training England (MTE) as a National Governing Body. Referral may also be made to the policies and procedures of the Guild of British Tourist Guides, the Guild of Manx Registered Tour Guides, to Isle of Man legislation and the policies and procedures of Isle of Man safeguarding bodies.

Safeguarding arrangements and procedures for Go-Mann Adventures

Should there be an event of safeguarding concern, Go-Mann Adventures and any member of staff involved will follow this approach:

Recognise and respond

- Recognise any form of abuse and neglect (physical, emotional, sexual abuse, neglect, bullying)
- Recognise any form of inappropriate behaviour
- Respond appropriately

Diagnosis of abuse is not the role of Go-Mann Adventures, but it is our role to notice concerns and act on them. When listening to a disclosure from a child, we shall be empathetic, supportive, reassuring, calm and listen carefully. We shall not ask investigative questions or try to gather evidence. We shall make notes and record the information.

Reporting and Recording

Go-Mann Adventures will report and record our concerns, along with any action we have taken. The information will always be passed on and the disclosure will be reported to, or advice sought from, Isle of Man Safeguarding (Safeguarding Children Board or Safeguarding Adults Partnership as appropriate), the Isle of Man Department of Health and Social Care Children and Families Team, the NSPCC's helpline, Childline, Emergency Services and/or the Police, depending on the nature of the disclosure.

We shall only share information on a need-to-know basis with people who have a role in protecting children, and only what is important for them to know. We shall report the disclosure within 24 hours, or as soon as is practically possible. If there are doubts as to whether to report something, we shall seek advice from Childline: 0800 1111 or NSPCC Helpline: 0808 800 5000.

In certain circumstances, it may be helpful to discuss concerns with the child's parents, guardians, carers or those acting *in loco parentis*, as this may explain our concerns (e.g. family bereavement). However, the welfare of the child is the priority. We shall only discuss concerns with parents, carers etc. if appropriate. If it is not appropriate, we shall contact Childline/NSPCC Helpline.

If Adult Safeguarding issues arise this will also be reported to relevant authorities.

What we shall report

- Name and information about the child
- Nature of concern - what the child said, physical signs, behavioural indicators
- My name and role
- When and where it happened; who else was present
- What the child said, and what I observed
- Any relevant observations about the child in the past (change in behaviour etc)
- What I said in response to the child; my opinion
- Name and address of the alleged perpetrator (if known)
- Who I have told, any advice received or action taken

What we shall record

- The young person's details
- Nature of incident - details of concern, injury, abuse or neglect
- Those involved and the circumstances
- What was said or done - any action taken, what the child said, what was said to the child
- Record my observations, accurately, clearly and concisely
- Sign and date the record
- Report appropriately.

This information is confidential, and should only be shared with people on a need to know basis

Informing MTE

When Go-Mann Adventures' Child Safeguarding Procedures have been invoked, we shall inform MTE.

The information which will be shared with MTE will be:

- A brief description of the nature of the concern
- The action taken in response
- The outcome

It is recognised that there may be some circumstances where identifiable information can be shared, with informed consent. This may be because the person concerned will continue to be involved in Mountain Training courses and sharing information will enable them to be better supported, for example.

Allegations against staff and volunteers

Should there be an allegation against staff or volunteers working with or for Go-Mann Adventures, this should be reported to Dr Andrew Foxon for initial assessment. He will record and report in line with the procedures outlined above.

Should there be an allegation made against Dr Andrew Foxon, then the appropriate Isle of Man agency and MTE should be informed.

Codes of conduct

Go-Mann Adventures

- Values inclusivity, appreciates difference, welcomes learning from others, and considers all participants to be equal
- Respects everyone's dignity equally.
- Recognises that we are in a position of trust and leadership, and will act, behave and communicate in a professional manner
- Will act as a positive role model, in the use of language, behaviour and prompt time keeping
- Sets and monitors appropriate boundaries and relationships with our clients
- Puts the welfare of the person and their enjoyment of the adventurous outdoor activity first
- Creates and maintains a safe, caring environment so as to enable everyone to ask questions or raise concerns
- Builds relationships based on mutual respect; gives and receives feedback in a constructive way
- Will not tolerate activities, language or behaviour which is abusive or inappropriate, e.g. bullying, harassment, racist or sexist language, misuse of alcohol, drug use etc
- Ensures physical contact occurs only when necessary, and is kept to the safe minimum e.g. in a medical emergency. This should be done only with the knowledge, informed consent and agreement of the person and this can be verbal agreement.
- Go-Mann Adventures will lead by example, showing good behaviour, positive group management and acceptable language, refraining from offensive language and sharing
- Go-Mann Adventures will engender an environment free from prejudice or discrimination with regards to age, gender, sexuality, religion or ethnicity
- Go-Mann Adventures staff will not drink alcohol or smoke whilst undertaking the adventurous activity. If the event includes overnight stays, then good behaviour will continue throughout the evening, with any alcohol consumption done in moderation (if applicable).
- Go-Mann Adventures will not tolerate abusive, offensive or inappropriate language and/or behaviour from people within their group. Andrew Foxon or the person in charge of the event will initially speak with the person concerned to discuss appropriate language/behaviour. If such behaviour continues after a warning then they will be asked to leave the group (but only if safe/appropriate to do so), and then refused attendance on future events.

- Go-Mann Adventures will engender an environment supportive of lone participants and people who are new to outdoor activities. This will be done through an open and flexible response to enquiries, clear joining instructions, good time keeping, accessible meeting points.
- Go-Mann Adventures will be the last party to leave the site at the end of an event so as to ensure the safe departure of all other participants.

Photographs and/or videos may only be taken during a walking activity with the knowledge and consent of all those included in the photograph and/or video that these images are being captured and may be shared on social media. This may be a verbal agreement. These images may then be shared on Go-Mann Adventures website and/or social media streams but people will not be tagged, nor personal or identifiable information shared.

Next scheduled review date: 1st February 2021

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