



## **Penthwell Farm Ltd – Safeguarding Policy**

### **1. Policy Statement**

Penthwell Farm Ltd is committed to ensuring the safety, welfare, and well-being of all children, young people, vulnerable adults, staff, and visitors. We believe that everyone has the right to feel safe and protected from harm. This policy reflects our commitment to safeguarding and promoting the welfare of all individuals who encounter the farm.

All staff, volunteers, and contractors have a responsibility to follow this policy and take action to protect those at risk of harm.

### **2. Scope**

This policy applies to:

- Children and young people visiting or participating in activities at Penthwell Farm Ltd.
- Vulnerable adults who may require additional support to remain safe.
- All employees, volunteers, contractors, and visitors.

### **3. Safeguarding Principles**

Penthwell Farm Ltd will:

- Protect individuals from abuse, neglect, exploitation, and bullying.
- Ensure that all staff understand their responsibilities to safeguard children and vulnerable adults.
- Promote a safe and inclusive environment where concerns can be raised without fear of retaliation.
- Work in partnership with local safeguarding authorities and agencies to ensure best practice.

### **4. Designated Safeguarding Lead (DSL)**

Janka Penther is the Designated Safeguarding Lead (DSL) for Penthwell Farm.

Responsibilities of the DSL include:

- Acting as the first point of contact for any safeguarding concerns.
- Ensuring that all safeguarding concerns are reported, recorded, and escalated appropriately.
- Maintaining up-to-date knowledge of safeguarding procedures and legislation.
- Providing advice and support to staff and volunteers on safeguarding matters.



- Liaising with external agencies, such as social services and the police, when necessary.

## **5. Responsibilities of Staff and Volunteers**

All staff and volunteers must:

- Understand and follow the safeguarding policy.
- Be alert to signs of abuse or neglect.
- Report concerns immediately to the DSL.
- Maintain professional boundaries and act in the best interest of children and vulnerable adults.

## **6. Recruitment and Training**

- All staff and volunteers undergo appropriate background checks, including DBS checks where required.
- Safeguarding awareness is part of the induction process for all new staff and volunteers.
- Regular safeguarding training is provided to ensure staff are up-to-date with current best practices.

## **7. Reporting and Responding to Concerns**

- Any concerns about abuse, neglect, or unsafe practices must be reported to the DSL immediately.
- If the DSL is unavailable, staff must contact the next senior manager or appropriate local safeguarding authority.
- All concerns will be taken seriously, investigated promptly, and recorded confidentially.
- Penthwell Farm Ltd will act in accordance with local safeguarding procedures and legislation, including the Children Act 1989 & 2004 and Working Together to Safeguard Children 2018 guidance.

## **8. Confidentiality**

- Safeguarding concerns must be handled with sensitivity and confidentiality.
- Information should only be shared on a need-to-know basis or when required by law.
- Records of safeguarding concerns will be securely stored and reviewed as necessary.



## **9. Monitoring and Review**

- The safeguarding policy will be reviewed annually or sooner if legislation or farm practices change.
- The effectiveness of safeguarding procedures will be monitored, and improvements will be made where necessary.

## **10. Commitment**

Penthwell Farm Ltd is committed to creating a safe and supportive environment for everyone. We will take all reasonable steps to ensure the safety and welfare of children, young people, and vulnerable adults, and expect all staff, volunteers, and visitors to share this commitment.

**Designated Safeguarding Lead: Janka Penther**

**Signed:** *Janka Penther*

**Role:** Co-Founder

**Name:** Janka Penther

**Date:** 8<sup>th</sup> January 2026