

**National Safe
from Harm Policy**

of the

**Barbados Boy Scouts
Association**



September 2024

Contents

The Safe from Harm Policy of the Barbados Boy Scouts Association.....	1
Introduction.....	1
Principles.....	1
Objectives.....	1
Guidelines and Procedures.....	2
Safety Policy.....	3
Responsibilities.....	3
Conclusion.....	4
Supporting Documents.....	4
Resources.....	4

THE SAFE FROM HARM POLICY OF THE BARBADOS BOY SCOUTS ASSOCIATION

INTRODUCTION

The Barbados Boy Scouts Association (BBSA) is committed to ensuring a safe and nurturing environment for all members, especially children and young people. This policy aligns with the World Safe from Harm Policy of the World Organization of the Scout Movement (WOSM) and incorporates the safety guidelines and responsibilities outlined in the BBSA Rules and Regulations. It outlines our commitment to safeguarding and promoting the welfare of every participant in our programmes. **It is everyone's responsibility to ensure the protection of young people and adults within the BBSA.**

PRINCIPLES

1. **Zero Tolerance:** The BBSA adopts a zero-tolerance approach to any form of abuse, neglect, or exploitation.
2. **Duty of Care:** Every Adult member of the BBSA's final responsibility is to have a duty of care for each other, ensuring the safety and well-being of all participants.
3. **Respect and Dignity:** All interactions within the BBSA must respect the dignity and rights of individuals, promoting a safe, inclusive and supportive environment.
4. **Confidentiality:** All concerns and allegations will be handled with the utmost confidentiality, respecting the privacy of all parties involved.
5. **Accountability:** Everyone in the BBSA is accountable for their actions and must comply with the Safe from Harm policy.

OBJECTIVES

1. **Create a Safe Environment:** Ensure that all BBSA activities and programmes are conducted in a safe, respectful, and protective environment.
2. **Educate and Train:** Provide regular and progressive training and resources to all Members, Leaders, and Volunteers to understand and implement Safe from Harm practices.
3. **Prevent Harm:** Implement preventive measures to minimize risks and protect Youth and Adult Members from harm.
4. **Respond Effectively:** Establish clear procedures for reporting and responding to concerns or allegations of harm.
5. **Support Victims:** Provide appropriate support to victims of abuse or harm, ensuring their safety and well-being.

GUIDELINES AND PROCEDURES

1. Recruitment and Training

- **Screening:** Conduct thorough background checks and vetting processes for all Leaders, Volunteers, and staff.
- **Training:** Mandatory Safe from Harm progressive and role-based training for all Members and Volunteers, covering topics such as recognizing abuse, reporting procedures, and creating safe environments.
- **Ongoing Education:** Regular refresher on best practices and update courses every two years in child protection and safety.

2. Code of Conduct

- **Behaviour Standards:** Clear guidelines on acceptable and unacceptable behaviour, emphasizing respect, equality, and protection.
- **Relationships:** Maintain appropriate boundaries in all interactions, avoiding situations that may lead to misunderstandings or allegations of misconduct.
- **Reporting Obligations:** Immediate reporting of any concerns, suspicions, or allegations of harm to the designated authorities.

3. Safe Practices

- **Supervision:** Adequate supervision ratios for all activities, ensuring that no adult is left alone with a child or young person without another adult present.
- **Environment Safety:** Regular risk assessments of all locations and activities, implementing measures to mitigate identified risks.
- **Communication:** Use of appropriate and monitored communication channels when interacting with all, especially young members, ensuring transparency and accountability.

4. Reporting and Response

- **Reporting Mechanism:** Clear and accessible reporting channels for members to voice concerns or report incidents, ensuring confidentiality and sensitivity.
- **Investigation:** Prompt and impartial investigation of all reported concerns, following established protocols to ensure fairness and justice.
- **Support Services:** Access to counselling and support services for victims and affected individuals, ensuring their ongoing safety and well-being.

5. Monitoring and Evaluation

- **Regular Audits:** Conduct regular audits and reviews of Safe from Harm practices and policies, ensuring compliance and identifying areas for improvement.
- **Feedback Mechanism:** Establish feedback channels for members to provide input on the effectiveness of the Safe from Harm policy.
- **Continuous Improvement:** Adapt and update policies and procedures based on feedback, new insights, and evolving best practices.

SAFETY POLICY

It is the policy of the BBSA to provide Scouting in a safe manner without risk to health, so far as is reasonably practicable. The Association believes that this responsibility ranks equally with the other responsibilities incumbent upon those providing Scouting activities and functions. It is the responsibility of all those involved in Scouting to seek, so far as is reasonably practicable, to ensure that:

- All activities are conducted in a safe manner without risk to the health and safety of participants.
- The provision and maintenance of equipment and buildings for Members and Volunteers is safe and without risk to health and adequate for their welfare.
- Information, instruction, training, and supervision are provided with the objective of ensuring the health and safety of all those involved in Scouting activities or who may be affected by them.
- Appropriate arrangements are made to ensure safety and the absence of risks to health in connection with the use, transport, storage, and handling of equipment and substances which are inherently or potentially dangerous.

RESPONSIBILITIES

1. Members, Associate Members and Volunteers

- Ensure the implementation and adherence to the Safe from Harm Policy.
- Participate in all required training and education programmes.
- Act as role models, promoting a culture of safety and respect.

2. Members and Participants

- Adhere to the Code of Conduct and Safe from Harm guidelines.
- Report any concerns or incidents to the appropriate authorities.
- Respect the rights and dignity of all individuals within the BBSA.

3. BBSA Management

- Oversee the implementation and effectiveness of the Safe from Harm Policy.
- Provide resources and support for training, education, and safeguarding measures.
- Ensure a transparent and accountable process for handling reports and concerns.

4. Compliance with the Safety Policy

- All persons involved with Scouting are responsible for the operation of the Association's Safety Policy.
- Ensure that they do not endanger the health and safety of themselves or others.
- Observe the rules established for the safety of those involved in Scouting activities.
- Local responsibility for the management of the Safety Policy of the Association rests with the appropriate National, District, or Group Executive Committee together with

the appropriate Chief Commissioner, District Commissioner, or Group Scout Leader.

- District or Chief Commissioners must ensure that all applicants for adult appointments are fully aware that they will be required by their personal example to implement the Association's Safety Policy.
- Group Scout Leaders must ensure that all those whom they invite to assist them in the work of the Scout Group are competent persons to carry out the tasks given to them and are aware of their responsibilities under the Association's Safety Policy.
- When District or Chief Commissioners do not renew, or when they cancel appointments because the holder has not acted in accordance with the Association's Safety Policy, they must inform the Vetting Team at Scout Headquarters, in writing, of the reasons for the termination of the appointment.

CONCLUSION

- The Barbados Boy Scouts Association is dedicated to creating a safe, inclusive, and supportive environment for all members. By adhering to the principles and guidelines outlined in this Safe from Harm Policy, we commit to protecting the welfare of children, young people, and adults involved in our movement, ensuring that Scouting remains a safe and positive experience for everyone.

SUPPORTING DOCUMENTS

For further details and guidance, refer to the World Safe from Harm Policy of WOSM https://scout.org.hk/article_attach/16488/safefromharmworldpolicy_2017_en_0.pdf

RESOURCES

This policy was delivered with the support of the WOSM consultant designated to guide the Barbados Boy Scouts Association with this service, Ms. Laura Baldassari.

Barbados Boy Scouts Association

Hazelwood, Collymore Rock, St. Michael BB14004, Barbados