

# BREAD FLOWERS

*"If I had two pennies to spend I would spend a penny on bread, so that I might live and a penny of Flowers, so that I might have a reason for living."*

YEVGENY YEVTOUSHENKO

PROGRESSIVE  
SOCIAL  
COOKING

BREAD & FLOWERS

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## Safeguarding

### Guidance for anyone working at Bread and Flowers – either at HQ or an event regarding appropriate behaviour

- Everyone has a right to feel and be safe at work
- These guidelines have been written to make expectations clear and procedures transparent, should anyone have a concern.
- They are particularly focused on working with under 18-year-olds but apply to everyone regardless of age

### Touch

- There may be occasions when one member of staff may need to have contact with another, but these should be kept to a minimum.
- No one should touch another member of staff unless necessary.
- No one should touch anyone in a way that causes physical harm.

### Behaviour

- Whilst it is important to reassure anyone in the team who may be nervous or particularly reliant on guidance you must avoid being over familiar.
- Never permit 'horseplay' or inappropriate behaviour that may cause embarrassment or fear
- No one should make suggestive, inappropriate, or sexual remarks to anyone.

### Environment

- Where possible avoid being in an isolated or close environment with others
- Do not look at or share images or videos with anyone that may cause offence – i.e. those of a sexual or religious nature

### Language

- Ensure that the language used is appropriate so that communications are not derogatory, offensive or have sexual connotations

### Travel

- Ensure that there is a known destination and check-in-times with a third party in situations where a person under 18 will be travelling alone with an adult

### Communication

- Any concerns or questions anyone has can be communicated to Bridget Simcock who will deal with them confidentially

### Disclosure

- Should anyone disclose confidential information that gives rise to concern for the physical or emotional safety of someone under 18 this will require Bridget Simcock to seek further advice or contact the police or social services should it be deemed necessary

### Disqualification

- You are reminded that by law you are required to protect children & vulnerable adults from harm.
- You are required under the criminal Justice & Court Services Act 2000, to declare if you are disqualified from working with children &/or vulnerable adults

### Confidentiality

- Bridget Simcock will always treat any information shared with her as confidential. However, if you tell her that you or someone else is being abused or is in danger, she has a duty of care and must take further action