FOTETI's Declaration About Safeguarding

Introduction.

The Friends of The Elm Tree Ltd wish to state that effective safeguarding is essential for a pub in the United Kingdom in today's society. Legislation requires safeguarding, and FOTETI will always meet its legal requirements. However, FOTETI needs to communicate its relationship with The Elm Tree Inn and, therefore, its current responsibility towards safeguarding in the pub.

The context.

The Friends of The Elm Tree Inn Ltd (FOTETI) is registered with the Financial Conduct Authority (FCA) as a Community Benefit Society (CBS) and is a member of the Plunkett Foundation. FOTETI owns the pub and the grounds but does not run The Elm Tree Inn as a business. The tenants run the business under the trade name of J & K Dorset Hospitality Limited, which is registered at Companies House. Accordingly, FOTETI has no employees or volunteers working in The Elm Tree Inn, as all employees work for J & K Dorset Hospitality Limited.

Nonetheless, FOTETI believes that all companies must fully adopt current legislation and must ensure the safety of staff, volunteers, clients, vulnerable adults and children. FOTETI does not have a business, but our close association with The Elm Tree Inn has compelled our Management Committee to ensure that the tenants of The Elm Tree Inn have an up-to-date safeguarding policy and appropriate procedures for its application. The tenants will report on any safeguarding issues through their scheduled meetings with the Liaison Sub-Committee, which is the communication pathway between the tenants and FOTETI's Management Committee.

A safeguarding policy for The Elm Tree must ensure the protection of all adults, children and vulnerable adults from harm, exploitation, and abuse within the licensed premises and grounds. Key components of the safeguarding policy would include staff training on recognising risks (e.g., exploitation, grooming), clear reporting procedures, and adhering to licensing objectives regarding child safety.

The safeguarding policy must align with the **Licensing Act 2003** and the **Care Act 2014.**

Core Components of The Elm Tree Inn's Safeguarding Policy

FOTETI believes that a robust safeguarding policy for The Elm Tree Inn should include the following sections as a minimum:

- **Child Protection Measures**:
  - **Age Verification**: Implementing "Challenge 21" or "Challenge 25" to prevent underage drinking.
  - **Supervision**: Rules for unaccompanied minors (e.g., no unaccompanied children under 16) and restricted bar access times.
  - **Supervision**: How are children in the gardens supervised and protected from all harm?
  - **Staff Training**: Training staff to recognise signs of grooming or Child Sexual Exploitation (CSE).

- **Vulnerable Adult Support**:
  - **"Ask for Angela"**: Participation in this national scheme allows individuals who feel unsafe to discreetly seek help from staff.
  - **Duty of Care**: Procedures for assisting patrons who may be intoxicated, at risk of harassment, or appearing vulnerable.
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- **Staff Protection and Conduct**

  The organisation is committed to protecting staff from harassment, aggression, and unsafe working conditions.

Operational Procedures:

- **Reporting**: Clear steps for staff to report concerns to a Designated Safeguarding Lead (DSL) or local authorities.
- **Record Keeping**: Maintaining a "Refusals Log" for age-restricted sales and an "Incident Log" for safety concerns.

- **Risk Assessment**: An up-to-date risk assessment register must be kept.
- **Recruitment**: Ensuring safe hiring practices, potentially including Disclosure and Barring Service (DBS) checks for staff in key roles
- **Review** of policy and procedures annually unless legislation changes force an immediate need for modification(s).

Conclusion

The tenants of The Elm Tree Inn will need to post a copy of their safeguarding policy on the pub's website and update it whenever there are changes to the policy. A copy of the safeguarding policy will also need to be sent to the Secretary of the Management Committee for review and filing.

The tenants will need to inform the Management Committee whenever a safeguarding issue has been detected and will need to share the information about what occurred, how it was detected, how it was investigated and how it is to be resolved. If the police or social services have been notified, FOTETI must be notified immediately.

The Friends of The Elm Tree Inn Ltd

22 April 2026