

Hebridean Pursuits

Outdoor Learning



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1 Child Protection Policy

1.1 Introduction

Everyone who participates in activities with **Hebridean Pursuits Outdoor Learning** is entitled to do so in an enjoyable and safe environment. **Hebridean Pursuits Outdoor Learning** have a professional and legal obligation to ensure that, when given responsibility for young people, coaches and staff provide them with the highest possible standard of care.

Hebridean Pursuits Outdoor Learning is committed to devising and implementing policies so that everyone accepts their responsibilities to safeguard children from harm and abuse. This means to follow procedures to protect children and report any concerns about their welfare to appropriate authorities.

The aim of the policy is to promote good practice, providing children and young people with appropriate safety/protection whilst in the care of **Hebridean Pursuits Outdoor Learning** and to allow staff and volunteers to make informed and confident responses to specific child protection issues.

While child protection procedures may be considered for a person up to the age of 18, the legal boundaries of childhood and adulthood are variously defined. There are overlaps.

Part 1 of the Children (Scotland) Act 1995 which deals with matters relating to parents, children and guardians, a child is generally defined as someone under the age of 18, but most of the provisions which deal with parental rights and responsibilities apply only to children under the age of 16.

1.2 Policy Statement

Hebridean Pursuits Outdoor Learning is committed to the following:

- the welfare of the child is paramount
- all children, whatever their age, culture, ability, gender, language, racial origin, religious belief and/or sexual identity should be able to participate in activity coaching in a fun and safe environment

- taking all reasonable steps to protect children from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- all suspicions and allegations of poor practice or abuse will be taken seriously and responded to swiftly and appropriately
- all **Hebridean Pursuits Outdoor Learning** employees who work with children will be recruited with regard to their suitability for that responsibility, and will be provided with guidance and/or training in good practice and child protection procedure
- working in partnership with parents/guardians and children is essential for the protection of children

1.3 Responsible person – Designated Safeguarding Lead

The Board will appoint a Responsible Person for child protection. They will be the first point of contact if any member of staff has concerns about a possible child protection issue. They will also ensure that the training sections are implemented, and that the policy is monitored and reviewed.

The Designated Safeguarding Lead within the company is:

Andy Spink, Course Director
 Hebridean Pursuits Outdoor Learning
 PO Box 9673 Oban Argyll PA34 9AN

Phone: 07721 778821

E mail: info@hebrideanpursuits.org

1.4 Monitor and review the policy and procedures

The implementation of procedures should be regularly monitored and reviewed. The Designated Safeguarding Lead should regularly report progress, challenges, difficulties, achievements gaps and areas where changes are required to the Board.

The policy should be reviewed every 3 years or whenever there is a major change in the organisation or in relevant legislation.

2 Promoting Good Practice

2.1 Introduction

To provide children with the best possible experience and opportunities in activities, everyone must operate within an accepted ethical framework such as [Standards for child wellbeing and protection in sport \(sportsotland.org.uk\)](http://standardsforsport.org.uk)

It is not always easy to distinguish poor practice from abuse. It is therefore NOT the responsibility of employees or participants on HPOL Residential or Day Activity Courses to make judgements about whether or not abuse is taking place. It is however their responsibility to report poor practice and act on any concern about the welfare of the child, as explained in section 4.

This section will help you identify what is meant by good practice and poor practice.

2.2 Good Practice

All personnel should adhere to the following principles and action:

- always work in an open environment (e.g. avoiding private or unobserved situations and encouraging open communication with no secrets)
- make the experience of the activity fun and enjoyable: promote fairness, confront and deal with bullying
- treat all young people equally and with respect and dignity
- always put the welfare of the young person first
- maintain a safe and appropriate distance with clients (e.g. it is not appropriate (or legal) for staff or other adult clients to have an intimate relationship with a child or to share a room with them alone)
- avoid unnecessary physical contact with young people. Where any form of manual/physical support is required, especially in the water, it should be provided openly and with the consent of the young person. Physical contact can be appropriate so long as it is neither intrusive nor disturbing and the young person's consent has been given
- involve parents/carers wherever possible, e.g. where young people need to be supervised in changing rooms, if parents are on the activity holiday (residential/course) with their child, encourage them to take responsibility for their own child. If groups have to be supervised in changing rooms always ensure parents, coaches, etc. work in pairs
- transport should only be in vehicles approved for the purpose
- gain written parental consent for all significant travel arrangements e.g. overnight stays, flights and other long-distance travel
- ensure that if mixed gender young adults and children groups are taken away, they should always be accompanied by a male and female member of staff (when possible, schools have own policies)
- ensure that at away events adults should not enter a young person's room or invite young people to their rooms alone
- Consumption of alcohol and / or drugs is forbidden at all times by both HPOL staff and parents / carers / young people on our courses during the delivery of our courses
- always give enthusiastic and constructive feedback rather than negative criticism (see HPL staff guideline)
- recognise the developmental needs and capacity of the young person and do not risk sacrificing welfare in a desire for company or personal achievements. This means avoiding excessive training or competition and not pushing them against their will keep a written record of any injury, incident or near miss that occurs, along with details of any treatment given or action taken.

2.3 Poor Practice

The following are regarded as poor practice and should be avoided by all personnel:

- unnecessarily spending excessive amounts of time alone with young people away from others
- taking young people alone in a car on journeys, however short
- taking young people alone to your home where they will be alone with you
- sharing a room with a young person alone
- engaging in rough, physical or sexually provocative games, including horseplay
- allow or engage in inappropriate touching of any form
- allowing young people to use inappropriate language unchallenged
- making sexually suggestive comments to a young person, even in fun
- reducing a young person to tears as a form of control
- allow allegations made by a young person to go unchallenged, unrecorded or not acted upon
- do things of a personal nature that the young person can do for themselves

When a case arises where it is impractical/impossible to avoid a certain situation e.g. transporting a young person in your car, the tasks should only be carried out with the full understanding and consent of the parent/care and the young person involved and with the appropriate insurance cover.

If during your care you accidentally hurt a young person, the young person seems distressed in any manner, appears to be sexually aroused by your actions and/or if the young person misunderstands or misinterprets something you have done, report any such incidents as soon as possible to another colleague and make a written note of it. Parents should also be informed of the incident.

3 Defining Child Abuse

3.1 Introduction

Child abuse is any form of physical, emotional or sexual mistreatment or lack of care that leads to injury or harm, it commonly occurs within a relationship of trust or responsibility and is an abuse of power or a breach of trust. Abuse can happen to a young person regardless of their age, gender, race or ability.

There are four main types of abuse: **physical abuse, sexual abuse, emotional abuse and neglect**. The abuser may be a family member, someone the young person encounters in residential care or in the community, including sports and leisure activities. Any individual may abuse or neglect a young person directly, or may be responsible for abuse because they fail to prevent another person harming the young person.

Abuse in all of its forms can affect a young person at any age. The effects can be so damaging that if not treated may follow the individual into adulthood

Young people with disabilities may be at increased risk of abuse through various factors such as stereotyping, prejudice, discrimination, isolation and a powerlessness to protect themselves or adequately communicate that abuse had occurred.

3.2 Types of Abuse

- **Physical Abuse:** where adults physically hurt or injure a young person e.g. hitting, shaking, throwing, poisoning, burning, biting, scalding, suffocating, drowning. Giving young people alcohol or inappropriate drugs would also constitute child abuse.

This category of abuse can also include when a parent/carer reports non-existent symptoms or illness deliberately causes ill health in a young person they are looking after. This is called Munchausen's syndrome by proxy.

In a sports situation, physical abuse may occur when the nature and intensity of training disregard the capacity of the child's immature and growing body

- **Emotional Abuse:** the persistent emotional ill treatment of a young person, likely to cause severe and lasting adverse effects on the child's emotional development. It may involve telling a young person they are useless, worthless, unloved, inadequate or valued in terms of only meeting the needs of another person. It may feature expectations of young people that are not appropriate to their age or development. It may cause a young person to be frightened or in danger by being constantly shouted at, threatened or taunted which may make the young person frightened or withdrawn.

Ill treatment of children, whatever form it takes, will always feature a degree of emotional abuse.

Emotional abuse in sport may occur when the young person is constantly criticised, given negative feedback, expected to perform at levels that are above their capability. Other forms of emotional abuse could take the form of name calling and bullying.

- **Bullying** may come from another young person or an adult. Bullying is defined as deliberate hurtful behaviour, usually repeated over a period of time, where it is difficult for those bullied to defend themselves. There are three main types of bullying.

It may be physical (e.g. hitting, kicking, slapping), verbal (e.g. racist or homophobic remarks, name calling, graffiti, threats, abusive text messages), emotional (e.g. tormenting, ridiculing, humiliating, ignoring, isolating from the group), or sexual (e.g. unwanted physical contact or abusive comments).

In sport bullying may arise when a parent or coach pushes the young person too hard to succeed, or a rival athlete or official uses bullying behaviour

- **Neglect** occurs when an adult fails to meet the young person's basic physical and/or psychological needs, to an extent that is likely to result in serious impairment of the child's health or development. For example, failing to provide adequate food, shelter and clothing, failing to protect from physical harm or danger, or failing to ensure access to appropriate medical care or treatment.

- Refusal to give love, affection and attention can also be a form of neglect.
- Neglect in sport could occur when a coach does not keep the young person safe, or exposing them to undue cold/heat or unnecessary risk of injury.
- **Sexual Abuse** occurs when adults use children to meet their own sexual needs. This could include full sexual intercourse, masturbation, oral sex, anal intercourse and fondling. Showing young people pornography or talking to them in a sexually explicit manner are also forms of sexual abuse.

In sport, activities which might involve physical contact with young people could potentially create situations where sexual abuse may go unnoticed. Also the power of the coach over young athletes, if misused, may lead to abusive situations developing.

3.3 Indicators of Abuse

Even for those experienced in working with child abuse, it is not always easy to recognise a situation where abuse may occur or has already taken place. Most people are not experts in such recognition, but indications that a child is being abused may include one or more of the following:

- unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries
- an injury for which an explanation seems inconsistent
- the young person describes what appears to be an abusive act involving them
- another young person or adult expresses concern about the welfare of a young person
- unexplained changes in a young person's behaviour e.g. becoming very upset, quiet, withdrawn or displaying sudden outbursts of temper
- inappropriate sexual awareness
- engaging in sexually explicit behaviour
- distrust of adult's, particularly those whom a close relationship would normally be expected
- difficulty in making friends
- being prevented from socialising with others
- displaying variations in eating patterns including over eating or loss of appetite
- losing weight for no apparent reason
- becoming increasingly dirty or unkempt

Signs of bullying include:

- behavioural changes such as reduced concentration and/or becoming withdrawn, clingy, depressed, tearful, emotionally up and down, reluctance to go training or competitions
- an unexplained drop off in performance
- physical signs such as stomach aches, headaches, difficulty in sleeping, bed wetting, scratching and bruising, damaged clothes, bingeing e.g. on food, alcohol or cigarettes
- a shortage of money or frequents loss of possessions

It must be recognised that the above list is not exhaustive, but also that the presence of one or more of the indications is not proof that abuse is taking place. It is **NOT** the responsibility of those working for **Hebridean Pursuits Outdoor Learning** to decide that child abuse is occurring. It **IS** their responsibility to act on any concerns and report information

3.4 Use of Photographic/Filming and Digital Imaging Equipment

It is not the intention of this document to prevent the use of video or photography equipment. Video used in an appropriate way can be a valuable coaching aid and photographs of participation are valued by visiting groups and individuals. Photographs are also invaluable for promotion of Hebridean Pursuits Outdoor Learning 's aims and objectives through use in printed material on social media and other means.

In all cases the person being photographed should not be distracted during an activity. The person(s) being photographed should be made aware that photography is possible.

Permission

- The permission of the person (their parent/guardian - if 18 years or under in England, 16 years or under in Scotland), must be obtained before images are recorded. Each **Hebridean Pursuits Outdoor Learning** consent form has a section for photography and video - this must be checked before taking any images.
- Where permission has been given for recording images but not for public use, this must be made clear to the photographer who must ensure that images not permitted for publicity are identified and stored separately from those where permission has been given.

Photographer

- Must have received a clear brief from the person in charge of the activity regarding the aims of the images before commencing recording.
- Must be able to justify all of the images in their possession.

Images

- All staff should be vigilant to ensure that outdoor activity events are not used as an opportunity to take inappropriate photographs or film footage of young and disabled people in vulnerable positions.
- Must focus on the activity taking place rather than the individual.
- People featured in the images must be appropriately dressed (e.g. a minimum of vest or shirt and shorts).
- Must be securely stored and only accessed and used by staff who are authorised to do so.

Not permitted

- Including detailed personal information with an image - do not use the first or last names of individuals in a photograph.
- Using an image for something other than that which was initially agreed with the consent giver.
- Images recorded in changing rooms, showers or toilets.

Concerns

- Any concerns regarding inappropriate or intrusive photography should be reported to the **Hebridean Pursuits Outdoor Learning** Course Director and handled in the same manner as any other Safeguarding concern.

4 Responding to Suspicions and Allegations

4.1 Introduction

It is not the responsibility of anyone working for **Hebridean Pursuits Outdoor Learning** in a paid or unpaid capacity to decide whether or not child abuse has taken place. However there is a responsibility to act on any concerns through contact with the appropriate authorities so that they can then make inquiries and take necessary action to protect the young person. This applies **BOTH** to allegations/suspicions of abuse occurring within **Hebridean Pursuits Outdoor Learning** and to allegations/suspicions that abuse is taking place elsewhere.

This section explains how to respond to allegations/suspicions.

4.2 Receiving Evidence of Possible Abuse

We may become aware of possible abuse in various ways. We may see it happening, we may suspect it happening because of signs such as those listed in section 3 of this document, it may be reported to us by someone else or directly by the young person affected.

In the last of these cases, it is particularly important to respond appropriately. If a young person says or indicates that they are being abused, you should:

- **stay calm** so as not to frighten the young person
- **reassure** the child that they are not to blame and that it was right to tell
- **listen** to the child, showing that you are taking them seriously
- **keep questions to a minimum** so that there is a clear and accurate understanding of what has been said. The law is very strict and child abuse cases have been dismissed where it is felt that the child has been led or words and ideas have been suggested during questioning. Only ask questions to clarify
- **inform** the child that you have to inform other people about what they have told you. Tell the child this is to help stop the abuse continuing.
- **safety of the child** is paramount. If the child needs urgent medical attention call an ambulance, inform the doctors of the concern and ensure they are made aware that this is a child protection issue
- **record** all information
- **report** the incident to the Designated Safeguarding Lead

In all cases if you are not sure what to do you can gain help from NSPCC . NSPCC Voice Help Line operates Monday to Friday 10am to 4pm on 0808 800 500; or send an email to help@NSPCC.org.uk at any times. In an emergency, if you think a child is in immediate danger please call the police on 999 straight away.

4.3 Recording Information

To ensure that information is as helpful as possible, a detailed record should always be made at the time of the disclosure/concern. In recording you should confine yourself to the facts and distinguish what is your personal knowledge and what others have told you. Do not include your own opinions.

Information should include the following:

- the child's name, age and date of birth
- the child's home address and telephone number
- whether or not the person making the report is expressing their concern or someone else's
- the nature of the allegation, including dates, times and any other relevant information
- a description of any visible bruising or injury, location, size etc. Also any indirect signs, such as behavioural changes
- details of witnesses to the incidents
- the child's account, if it can be given, of what has happened and how any bruising/injuries occurred
- have the parents been contacted? If so, what has been said?
- has anyone else been consulted? If so, record details
- has anyone been alleged to be the abuser? Record detail

4.4 Reporting the Concern

All suspicions and allegations MUST be reported appropriately. It is recognised that strong emotions can be aroused particularly in cases where sexual abuse is suspected or where there is misplaced loyalty to a colleague. It is important to understand these feelings but not allow them to interfere with your judgement about any action to take.

Hebridean Pursuits Outdoor Learning requires its staff and representatives to discuss any concerns they may have about the welfare of a child immediately with the person in charge and subsequently to check that appropriate action has been taken.

If the Course Director is not available you should take responsibility and seek advice from the NSPCC helpline, the duty officer at your local social services department or the police. Telephone numbers can be found in your local directory.

Where there is a complaint against an employee or volunteer, there may be three types of investigation.

- **Criminal** in which case the police are immediately involved
- **Child protection** in which case the social services (and possibly) the police will be involved
- **Disciplinary or misconduct** in which case **Hebridean Pursuits Outdoor Learning** will be involved

As mentioned previously in this document **Hebridean Pursuits Outdoor Learning** are not child protection experts and it is not their responsibility to determine whether or not abuse has taken place. All suspicions and allegations must be shared with professional agencies that are responsible for child protection.

Social services have a legal responsibility under The Children Act 1989 to investigate all child protection referrals by talking to the child and family (where appropriate), gathering information from other people who know the child and making inquiries jointly with the police.

NB: If there is any doubt, you must report the incident: it may be just one of a series of other incidences which together cause concern

Any suspicion that a child has been abused by an employee or a volunteer should be reported to the Course Director and Chair of the Board of **Hebridean Pursuits Outdoor Learning** who will take appropriate steps to ensure the safety of the child in question and any other child who may be at risk. This will include the following:

- **Hebridean Pursuits Outdoor Learning** will refer the matter to social services department
- the parent/carer of the child will be contacted as soon as possible following advice from the social services department
- the Chair of the Board should be notified to decide who will deal with any media inquiries and implement any immediate disciplinary proceedings
- the Chair of the Board should also notify the relevant sport governing body
- if the Course Director is the subject of the suspicion/allegation the report must be made to the Chair of the Board who will refer the matter to social services

Allegations of abuse are sometimes made sometime after the event. Where such an allegation is made, you should follow the same procedures and have the matter reported to social services. This is because other children in the sport or outside it may be at risk from the alleged abuser. Anyone who has a previous conviction for offences related to abuse against children is automatically excluded from working with children.

4.5 Concerns outside the immediate Sporting Environment (e.g. a parent or carer)

- Report your concerns to the Course Director
- If the Course Director is not available, the person being told or discovering the abuse should contact the Chair of the Board who will contact their local social services department or the police immediately
- Social Services and the Chair of the Board will decide how to inform the parents/carers
- Maintain confidentiality on a need to know basis

4.6 Confidentiality

Every effort should be made to ensure that confidentiality is maintained for all concerned. Information should be handled and disseminated on a need to know basis only. This includes the following people:

- The Course Director
- The parents of the child
- The person making the allegation
- Social Services/police
- The alleged abuser (and parents if the alleged abuser is a child) Seek social services advice on who should approach the alleged abuser.

All information should be stored in a secure place with limited access to designated people, in line with data protection laws.

4.7 Internal Inquiries and Suspension

- **Hebridean Pursuits Outdoor Learning** Course Director will make an immediate decision about whether any individual accused of abuse should be temporarily suspended pending further police and social services inquiries
- Irrespective of the findings of the social services or police inquiries the **Hebridean Pursuits Outdoor Learning** BOARD will assess all individual cases to decide whether a member of staff or volunteer can be reinstated and how this can be sensitively handled. This may be a difficult decision; especially where there is insufficient evidence to uphold any action by the police. In such cases the **Hebridean Pursuits Outdoor Learning** BOARD must reach a decision based upon the available information which could suggest that on the balance of probability, it is more likely than not that the allegation is true. The Course Director will provide the BOARD with the facts to enable this decision to be made. The welfare of the child should remain of paramount importance throughout.

5 Recruiting and Selecting Personnel

5.1 Introduction

It is important that all reasonable steps are taken to prevent unsuitable people from working with children. This applies equally to paid staff and volunteers, both full and part time. To ensure unsuitable people are prevented from working with children the following steps should be taken when recruiting.

5.2 Controlling Access to Children

- Consent should be obtained from the applicant to seek information from the Disclosure and Barring Service (DBS)
- All staff and volunteers who have access to children to undergo a DBS check and this is to be received back before there is any contact with children
- Two confidential references, including one regarding previous work with children should be obtained. These references **MUST** be taken up and confirmed through telephone contact and before the position is taken up.
- Evidence of identity (passport or driving licence with photo)
- HPOL Course Director and all Freelance staff to be PVG checked by HPOL in advance of participation on courses.

5.3 Interview and Induction

Hebridean Pursuits Outdoor Learning highly values all the work its staff and volunteers do with young people. As part of the recruitment process it is important that all those concerned with this work are confident that recruitment procedures are as comprehensive as possible. The vetting of individuals to varying degrees is a necessary part of the recruitment process. This procedure in no way reflects any element of distrust about a possible volunteer; it is merely a procedure that all individuals must go through.

To ensure individuals go through the correct vetting procedures the following guidelines are to be used:

Those who are considered to have **unsupervised** access must complete the following procedure:

- Go through and have a clear PVG check – this must be received back before there is contact with children.
- 2 references must be obtained and received back before there is contact with children.
- Be approved by the Course Director to work on supported activities.
- Their qualifications should be verified with the Governing body.substantiated.
- The job requirements and responsibilities should be clarified.
- They should sign up to the organisation’s Code of Conduct.
- Child Protection Procedures are explained and training needs identified e.g. basic child protection awareness.

Those with **supervised** access must:

- Be approved by the Course Director for the activity.
- Complete and submit DBS documents if working regularly and the check must be received back before there is contact with children.
- 2 references must be obtained and received back before there is contact with children.
- Their qualifications should be substantiated.
- The job requirements and responsibilities should be clarified.
- They should sign up to the organisation’s Code of Conduct.
- Child Protection Procedures are explained and training needs identified e.g. basic child protection awareness.

5.4 Training

In addition to pre-selection checks, the safeguarding process includes training after recruitment to help staff and volunteers to:

- Analyse their own practice against what is deemed good practice, and to ensure their practice is likely to protect them from false allegations
- Recognise their responsibilities and report any concerns about suspected poor practice and/or abuse
- Respond to concerns expressed by a child
- Work safely and effectively with children

Hebridean Pursuits Outdoor Learning requires:

- All employees, volunteers and coaches to undertake relevant child protection training or undertake a form of home study, to ensure their practice is exemplary and to facilitate the development of positive culture towards good practice and child protection
- All staff and volunteers to receive advisory information outlining good/bad practice and informing them what to do if they have concerns about the behaviour of an adult towards a young person
- All coaches, trainee coaches and leaders should have an up to date first aid qualification

6 Missing child

Child going missing on the premises

- As soon as it is noticed that a child is missing the key person/staff alerts the **Hebridean Pursuits Outdoor Learning** Course Director
- The **Hebridean Pursuits Outdoor Learning** team will carry out a thorough search whilst any other children and young adults are safely looked after by an appropriate person
- An immediate vicinity check is undertaken
- Next action would be to raise awareness of the missing child with lifeguards if incident whilst at or around a beach
- If the child is not found, the missing child is reported to the police.
- **Hebridean Pursuits Outdoor Learning** Course Director talks to the staff and clients to find out when and where the child was last seen and records this.
- The Course Director shall contact the next of kin and reports the incident.
- The incident is reported under RIDDOR arrangements (see the Reporting of Accidents and Incidents policy, held by course director on every trip); the local authority Health and Safety Officer may want to investigate and will decide if there is a case for prosecution.
- The insurance provider is informed.

Managing people

- Missing child incidents are very worrying for all concerned. Part of managing the incident is to try to keep everyone as calm as possible.
- The staff will feel worried about the child. They may blame themselves and their feelings of anxiety and distress will rise as the length of time the child is missing increases.
- Staff may be the understandable target of parental anger and they may be afraid. The course director needs to ensure that staff under investigation are not only fairly treated but receive support while feeling vulnerable.
- The parents will feel angry, and fraught. They may want to blame staff and may single out one staff member over others; they may direct their anger at the setting leader. When dealing with a distraught and angry parent, there should always be two members of staff where possible (unless it is just the course director present).
- No matter how understandable the parent's anger may be, aggression or threats against staff are not tolerated, and the police should be called.
- Any other children or young adults are also sensitive to what is going on around them. They too may be worried. The remaining staff caring for them need to be focused on their needs and must not discuss the incident in front of them. They should answer children's questions honestly but also reassure them.
- In accordance with the severity of the final outcome, staff may need counselling and support. If a child is not found, or is injured, or worse, this will be a very difficult time. The course director will use their discretion to decide what action to take.
- Staff must not discuss any missing child incident with the press..

Declaration

On behalf of **Hebridean Pursuits Outdoor Learning** we, the undersigned, will oversee the implementation of the Child Protection Policy and take all necessary steps to ensure it is adhered to.

Signed: 

Name: Andrew Nicholas Dixon Spink

**Position within Hebridean Pursuits Outdoor Learning: Course Director
(formerly Hebridean Pursuits Ltd)**

Date: 3 October 2023

Signed: 

Name: Geraldine Deighan

**Position within Hebridean Pursuits Outdoor Learning: Chair Trustees
(formerly Hebridean Pursuits Ltd)**

Date: 3 October 2023

Date approved: 7 September 2023

To be reviewed September 2026