



The Milestone Society

SAFEGUARDING POLICY

The Milestone Society is committed to ensuring that its Trustees, members and volunteers and those who participate in its activities have a proportionate understanding of Safeguarding Children, Young People and Vulnerable Adults and where to raise concerns if abuse is suspected or reported.

1. Charity Commission requirements

(<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>)

Protecting people and safeguarding responsibilities should be a governance priority for all charities. It is a fundamental part of operating as a charity for the public benefit.

As part of fulfilling your trustee duties, whether working online or in person, you must take reasonable steps to protect from harm people who come into contact with your charity.

This includes:

- people who benefit from your charity's work
- staff
- volunteers
- other people who come into contact with your charity through its work

The Charity Commission will hold trustees to account if things go wrong and will check that trustees followed this guidance and the law. Trustees are expected to take responsibility for putting things right.

Trustees should promote an open and positive culture and ensure all involved feel able to report concerns, confident that they will be heard and responded to.

2. Definitions

Safeguarding and promoting the welfare of children means:

- Protecting children from maltreatment
- Preventing the impairment of children's health or development
- Ensuring children are growing up in circumstances consistent with the provision of safe and effective care
- Taking action to enable all children to have the best life chances

(Working Together to Safeguard Children 2013)

Vulnerable Adult

A vulnerable adult is someone 'who is or may be in need of community care services by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself or protect themselves from harm'

(No Secrets: Department of Health, March 2000)

Abuse

Abuse is a violation of an individual's human and civil rights by any other person or persons

(No Secrets: Department of Health, March 2000)

It includes:

- physical abuse, hitting, slapping, punching, burning
- sexual abuse, rape, indecent assault, inappropriate touching
- emotional abuse, belittling, name calling,
- financial or material abuse, stealing, selling assets
- neglect and acts of omission, leaving in soiled clothes, failing to feed properly
- discriminatory abuse (including racist, sexist, based on a person's disability and other forms of harassment)
- institutional abuse

3. Risks

<https://www.gov.uk/guidance/safeguarding-duties-for-charity-trustees>

Harm and risks you must be alert to, whether online or in person, include:

- sexual harassment, abuse and exploitation
- criminal exploitation
- a charity's culture, which may allow poor behaviour and poor accountability
- people abusing a position of trust they hold within a charity
- bullying or harassment
- health and safety
- commercial exploitation
- cyber abuse
- discrimination on any of the grounds in the Equality Act 2010
- people targeting your charity
- data breaches, including those under General Data Protection Regulations (GDPR)
- negligent treatment
- domestic abuse

- self-neglect
- physical or emotional abuse
- extremism and radicalisation
- forced marriage
- modern slavery
- human trafficking
- female genital mutilation

4. Risk management

Currently no Society activities involve children or young people. Should any such activities be contemplated in the future, the Executive Committee shall be informed, the events would be run with the parents or carers of the children present, and more detailed appropriate guidance would be developed.

Currently no Society activities involve vulnerable adults. Should any such activities be contemplated in the future, Trustees will develop appropriate detailed policy and guidance.

5. Record Keeping

If a concern is raised this should be documented and sent through to the Chair of Trustees. Confidentiality will be on a need-to-know basis but the Society cannot guarantee complete confidentiality as it may be necessary to raise the matter with the appropriate authority.

6. Managing allegations against trustees, committee members or volunteers

Any allegation will be fully and independently investigated and the Society will support those involved during this process. Any allegation relating to persons working with Children and Young People would be reported to the appropriate Local Authority Designated Officer (LADO).

7. Policy Review and Approval

The Society will review this policy

- at least every three years
- if it becomes likely that its activities are to involve children, young people or vulnerable adults, or if changes in legislation require it
- annually if activities have been identified that involve children, young people or vulnerable adults.

Rev 2 approved 02 December 2023