



Policy: Safeguarding

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with us.

The policy lays out the commitments made by us and informs Volunteers of their responsibilities in relation to safeguarding.

1. PROTECT THE VULNERABLE FROM

- 1.1. The conduct of Volunteers associated with us.
- 1.2. The design and implementation of our activities.

2. WHAT IS SAFEGUARDING?

- 2.1. Safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect.
- 2.2. In our operations, we understand it to mean protecting people, including children and at-risk adults, from harm that arises from coming into contact with our Volunteers or activities.

3. SCOPE

- 3.1. Volunteers (including Contractors; Visitors, Journalists, Celebrities and Politicians) whilst engaged with work or visits related to Male Health Scotland.

4. STATEMENT

- 4.1. We believe that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. We will not tolerate abuse and exploitation by Volunteers.

5. SCOPE

- 5.1. This policy will address the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.
- 5.2. We commit to addressing safeguarding throughout our work, through the three rules of **prevention, reporting and response**.

6. PREVENTION

- 6.1. Ensure all Volunteers have access to, are familiar with, and know their responsibilities within this policy.
- 6.2. Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with us. This includes the way in which information about individuals in our programmes is gathered and communicated.
- 6.3. Implement stringent safeguarding procedures when recruiting, managing and deploying Volunteers.
- 6.4. Ensure Volunteers receive training on safeguarding at a level commensurate with their role in the charity.
- 6.5. Follow up on reports of safeguarding concerns promptly and according to due process.

7. CHILD SAFEGUARDING

7.1. Volunteers **must not**:

- 7.1.1. Engage in sexual activity with anyone under the age of 18.
- 7.1.2. Sexually abuse or exploit children.
- 7.1.3. Subject a child to physical, emotional or psychological abuse, or neglect.
- 7.1.4. Engage in any commercially exploitative activities with children including child labour or trafficking.

8. ADULT SAFEGUARDING

- 8.1. Volunteers **must not**:
- 8.2. Sexually abuse or exploit at risk adults.
- 8.3. Subject an at-risk adult to physical, emotional or psychological abuse, or neglect.

9. PROTECTION FROM SEXUAL EXPLOITATION AND ABUSE

- 9.1. Volunteers **must not**:
- 9.2. Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance.
- 9.3. Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics.

10. VOLUNTEER OBLIGATIONS

- 10.1. Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy.
- 10.2. Report any concerns or suspicions regarding safeguarding violations by one of our Volunteers to a Trustee.

11. REPORTING

- 11.1. We will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to Volunteers.
- 11.2. Any Volunteer reporting concerns or complaints through formal whistleblowing policy (or if they request it) will be protected by our [Whistleblowing Policy](#) and [Complaint Policy](#).
- 11.3. We will also accept complaints from external sources such as members of the public, partners and regulatory bodies.

12. HOW TO REPORT

- 12.1. Volunteers who have a complaint or concern relating to safeguarding should report it immediately to a Trustee verbally or in writing.

13. RESPONSE

- 13.1. The Charity will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.
- 13.2. The Charity will apply appropriate disciplinary measures to members found in breach of policy.
- 13.3. The Charity will offer support to survivors of harm caused by Volunteers, regardless of whether a formal internal response is carried out (such as an internal investigation).
Decisions regarding support will be **led by the survivor**.

14. CONFIDENTIALITY

- 14.1. It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a **need to know basis** only and should be kept secure at all times.