

# Russell Society Safeguarding Policy

We need to protect Russell Society members and those we come into contact with through the society's work from abuse or mistreatment of any kind. It is an important part of operating as a charity for the public benefit and a requirement of the Charity Commission. We must do what we can to protect people from harm in all the society's work including field trips, indoor meetings and shows. We will only accept participation of minors if accompanied by a parent or guardian.

1. Trustees and members of the society need to read and understand this policy, and be aware of the risks and how to report them. All members should play their part in keeping people safe and must follow this policy and safeguarding procedures.

2. We are committed to:

- The care, safeguarding and protection of society members when they are vulnerable.
- Establishing a safe, caring environment in the society where there is a culture of informed vigilance as to the dangers of abuse.

3. Risks to be alert to include:

- bullying or harassment
- sexual harassment, abuse and exploitation
- discrimination on any of the grounds in the Equality Act 2010
- negligent treatment
- physical or emotional abuse
- health and safety
- commercial exploitation
- extremism and radicalisation
- people who may target the Society
- culture which may allow poor behaviour
- people may abuse a position of trust.

4. We will respond without delay to every complaint made which suggests that an adult, child or young person may have been harmed, co-operating with the police and local authority in any investigation.

5. Members who become aware of abuse, or allegation of abuse, or have any concerns about the welfare of a society member must report the incident or allegation to the Vice President (or if unavailable another member of the Russell Society Council) without delay in a secure way so it can be investigated. All facts and outcomes should be recorded so Council can investigate. If the matter is serious it will be reported to the police.

6. We will seek to care for and work with anyone who has suffered abuse.

7. We will seek to refer to the proper authorities any member of our society known to have offended against a child, young person or vulnerable adult.

8. We will seek to challenge any abuse of power, especially by anyone in a position of trust.

9. In all these principles we will follow statute, guidance and recognised good practice.

10. We will review this policy annually.