

Safeguarding and Child Protection Policy



Charity Trustees in the UK are required to take steps to protect everyone who comes into contact with their organisation from harm (Charity Commission for England and Wales, 2018)

This includes:

- ensuring safeguarding policies, procedures and measures are fit for purpose and up-to-date
- making sure everyone in the organisation is aware of their safeguarding responsibilities and knows how to respond to concerns
- having a lead trustee for safeguarding and child protection
- challenging any decisions which adversely affect anyone's wellbeing
- managing allegations of abuse against someone involved in the organisation
- reporting serious incidents as necessary.

Risk Management

The Henry Morris Memorial Trust (HMMT) is committed to safeguarding and promoting the welfare of young people (along with adults and Trustees). It expects all Trustees to share this commitment. The HMMT believes that 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 this commitment, the HMMT and Trustees must take reasonable steps to protect from harm people who come into contact with our organisation.

This includes:

- Young people who benefit from our charity's work
- Trustees and volunteers
- Other people who come into contact with the HMMT through our 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 a fair, open and positive culture and ensure all involved feel able to report concerns, confident that they will be heard and responded to.

We expect all Trustees to make sure the HMMT:

- has appropriate policies and procedures in place, which are followed by all Trustees, volunteers and beneficiaries
- checks that people are suitable to act in their roles
- knows how to spot and handle concerns in a full and open manner
- has a clear system of referring or reporting to relevant organisations as soon as concerns are suspected or identified
- follows statutory guidance, good practice guidance and legislation relevant to the charity
- is quick to respond to concerns and carry out appropriate investigations
- does not ignore harm or downplay failures
- has a balanced Trustee Board and does not let one Trustee dominate its work - Trustees should work together
- makes sure protecting people from harm is central to our culture
- has enough resources, including trained staff/volunteers/Trustees for safeguarding and protecting people
- does not expect lone working with young or vulnerable people
- conducts periodic reviews of safeguarding policies, procedures and practice

Understanding Safeguarding and Child Protection Risks

Risks you must be alert to include:

- sexual harassment, abuse and exploitation
- criminal exploitation
- cyber abuse
- modern day slavery
- negligent treatment
- self-neglect

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- physical or emotional abuse
- bullying or harassment
- health and safety
- commercial exploitation
- extremism and radicalisation
- forced marriage
- human trafficking
- female genital mutilation
- discrimination on any of the grounds in the Equality Act 2010
- the fact that people may target our charity
- the fact that a charity's culture may allow poor behaviour and poor accountability
- the fact that people may abuse a position of trust they hold within a charity
- the fact that data breaches may take place, including those under General Data Protection Regulations (GDPR)

Reporting Concerns

Every local authority has a Local Safeguarding Children Board (LSCB) and a Local Safeguarding Adults Board (LSAB). These are multi-agency bodies to coordinate what is done by everyone on the Board to safeguard and promote the welfare of children and adults in vulnerable situations in the area. The Boards publish policies and procedures in their area and provide other support.

As the HMMT is an organisation that operates within Cambridgeshire and Peterborough, we operate with the Cambridgeshire and Peterborough Safeguarding Children (or Adults) Partnership Board (<http://www.safeguardingcambspeterborough.org.uk/>). As a Charity, we are also held responsible by the Charities Commission.

The HMMT has a Lead Trustee for safeguarding and child protection and Trustees should contact David Clarke (dclarke65@outlook.com) should they require further information or share a concern. In addition, Peter Hains is the Chairman of the HMMT (p.hains105@icloud.com) and can also be contacted if necessary.

Within Cambridgeshire and Peterborough all enquiries about children come through the Customer Service Centre and are directed through to the appropriate service. Any enquiries received where it is not clear whether there are safeguarding issues/risks will be passed through to Multi Agency Safeguarding Hub (MASH) for a MASH enquiry to be undertaken.

If you are concerned that a child may be suffering physical, sexual or emotional abuse or neglect or is at risk of significant harm you should telephone Children Services (without delay) using one of the following numbers:
 Cambridgeshire children: 0345 045 5203
 Peterborough children: 01733 864180
 Out of Hours Emergency Duty Team (EDT): (01733) 234724

If you think you or the child is in immediate danger and needs urgent help, please call the police on 999.

Further support and advice can be found at the [NSPCC Helpline](#) and [Childline](#) (these are 'live links to webpages').

Prevent and Radicalisation

If you have a concern that a child or young person is at risk of illegal extremist activity you should refer the matter to the designated Lead Trustee for safeguarding and child protection. Referral to specialist provision (such as Channel) will be made by the MASH.

Other Documents

Further information regarding the workings of the HMMT can be found in our Charity Constitution.

David Clarke
 4th November 2019

Review: November 2020