

# Safeguarding Policy for FOTSQM

## Purpose and scope of policy

The purpose of this policy statement is:

- to protect children, young people and vulnerable adults who either volunteer to work on the ship or are visitors to the ship.
- to provide trustees, staff, all volunteers, children, young people and vulnerable adults with the overarching principles that guide our approach to safeguarding.

This policy applies to anyone working on behalf of FOTSQM, including trustees, paid staff, volunteers.

## Law applying

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in Scotland. A summary of the key legislation applicable is available from [nspcc.org.uk/learning](http://nspcc.org.uk/learning).

## Supporting documents

This policy statement should be read alongside our organisational policies, procedures, guidance and other related documents, including:

- FOTSQM Constitution
- FOTSQM Safeguarding officer role
- Trustee Code of Conduct
- Associate Code of Conduct
- Volunteer Code of Conduct
- Complaints procedure for members of public/visitors
- Onboard Health and Safety Policy
- Volunteer Training Policy
- Anti-Harassment and Bullying Policy
- Equality and Diversity Policy for Volunteers
- Onboard Fire Safety Policy

We believe that:

- children, young people and vulnerable adults should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to operate in a way that safeguards them

## Safeguarding

We recognise that:

- safeguarding is a relatively new term which is broader than 'child protection' or 'adult protection' as it also includes prevention. It has been defined as taking all reasonable measures to ensure that the risks of harm to children, young people and vulnerable adults' welfare is minimised; and that where there are concerns about children, young people and vulnerable adults' welfare, appropriate action will be taken to address those concerns.
- we have a duty to protect children, young people and vulnerable adults from abuse which can be defined as any behaviour which knowingly or unwittingly causes harm, endangers life or violates rights. Abuse may be physical, sexual, psychological, financial or material, or neglect.
- We recognise that we may become aware of actual or potential abuse when carrying out our operations and that where such a position we have a duty of care to protect the individual identified from harm.

## Safety

We endeavour to keep children, young people and vulnerable adults associated with FOTSQM safe and in that regard we shall:

- listen and respect them
- appoint a nominated 'protection' officer who shall also be a FOTSQM trustee
- adopt child protection and safeguarding best practice through our policies, procedures and codes of conduct earlier referred to
- develop and implement an effective onboard safety policy
- provide effective management for trustees, staff and volunteers through supervision, support, training and quality assurance measures so that everyone involved with the work of FOTSQM know about and follow our policies, procedures and behaviour codes confidently and competently
- recruit and select trustees, staff and volunteers safely ensuring that all necessary checks are made in respect of everyone involved
- make sure children, young people and vulnerable adults and their families know where to go for help if they have a concern
- use our safeguarding and child protection procedures to share concerns and relevant information about any individual and deciding how to deal with such concerns in the best interests of the individual involved
- use our procedures to manage any allegations against staff, volunteers, trustees appropriately
- create and maintain an anti-bullying environment and ensure that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensure that we have effective complaints and whistleblowing measures in place
- ensure that we provide a safe physical environment for children, young people and vulnerable adults, staff, volunteers and trustees by applying health and safety measures in accordance with the law and regulatory guidance
- build a safeguarding culture where everyone involved with TSQM treat each other with respect and are comfortable about sharing concerns

This policy document came into force on 1<sup>st</sup> May 2020 and shall be reviewed annually.

Signed by Nominated Safeguarding Officer

Michael McLaughlin.....

Date...March 2020.....