

## **Safeguarding Children and Vulnerable Adults Policy for the Religion Media Centre**

### **Purpose and Aim**

1. The Religion Media Centre (RMC) does not work with children, young people or vulnerable adults (any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently or for the time being unable to take care of her or himself, or to protect her or himself from significant harm or exploitation) except on an incidental basis. Its mission is to engage journalists, volunteers and business consultants. There are two situations in which children, young people or vulnerable adults may be present at RMC events:
  - a. It may be invited to provide training on the premises of a church, synagogue, mosque or other organisation and they may be present. In those circumstances it would ask for and work within the safeguarding policy of the host organisation;
  - b. From time to time it may organize events where the public is invited, who may include children, young people or vulnerable adults .
2. This policy addresses the safeguarding of children, young people and vulnerable adults. It is intended to be a dynamic policy, to support the Religion Media Centre in providing a safe and supportive environment for activities which may include vulnerable people.

### **Statement of commitment**

1. The RMC is committed to the safeguarding and protection of all children, young people and vulnerable adults and affirms that the needs of children, or of people when they are vulnerable, are paramount.
2. The RMC recognises that there is a particular care for those whose vulnerability is increased by situations, by disabilities or by reduction in capacities. It is recognised that this increased vulnerability may be temporary or permanent and may be visible or invisible.
3. All children, young people and vulnerable adults have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. The Religion Media Centre is committed to anti-discriminatory practice and recognises the additional needs of people from minority ethnic groups and disabled people and the barriers they may face, especially around communication.
4. The Religion Media Centre recognises the serious issue of the abuse of children and vulnerable adults and recognises that this may take the form of physical, emotional, sexual, financial, spiritual or institutional abuse or neglect; this may be an infliction of harm or a failure to prevent harm. It acknowledges the effects this may have on people and their development including spiritual and religious development. It accepts its responsibility for ensuring that all people are safe in its care and that their dignity and right to be heard is maintained.

### **Code of conduct and guidance**


1. The Code of Conduct requires all those engaged in RMC work to report any incidents or concerns that a child, young person or vulnerable adult might be at risk of harm; to disclose any criminal record, caution, reprimand or warning; inform the trustees of any ongoing or past child protection issues that may have involved an individual, immediate family or close relationship; inform the trustees of anyone living in their household who becomes disqualified from working with children. Those engaged with RMC work must not bully, build or engage in inappropriate relationships with those at risk.
2. The Religion Media Centre engages freelance writers, advisers and consultants. When involved in public events, it works with host organizations to engage freelance presenters, speakers, film makers, photographers and technical or administrative assistance. It checks the location of the event and its staff have a safeguarding policy. It advises all engaged on its behalf at such an event, of the RMC's

own safeguarding policy, including how to report safeguarding concerns. It works with host organizations on bespoke risk assessments.

3. The Safeguarding policy and Code of Conduct is communicated to trustees, the Advisory board and key consultants engaged on the project. Training is offered once a year.
4. When the RMC has sufficient funds to employ staff, the recruitment process will include criminal record checks where appropriate and references and staff training will be put in place. Employment contracts will be drawn up with the help of our advisers, to include provision for dismissal, suspension or transfer to other duties for an employee who breaches the safeguarding code of conduct.

Response:

1. The Religion Media Centre commits itself to respond without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed in its activities. It commits itself to challenge the abuse of power of anyone in a position of trust.
2. The Religion Media Centre commits itself to the provision of support, advice and training for staff and trustees that will ensure people are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children and adults who may be vulnerable.
3. The Religion Media Centre appoints the launch Director as Safeguarding Representative to provide a point of reference to advise on safeguarding issues and promote safeguarding best practice within the organization
4. It is hoped that complaints can generally be dealt with internally by the Director. However, a complaint may be made to the Chair of Trustees (Michael Wakelin), who will arrange to meet with the complainant and attempt to resolve the complaint. The chair of trustees is responsible for enforcing and reviewing the RMC safeguarding policy.

Signed ....  ..... Chair of Trustees

Date ...5.2.19.....

Links to relevant guidance: <https://www.nspcc.org.uk/preventing-abuse/child-protection-system/england/legislation-policy-guidance/>