

POLICY

MANX MUSEUM AND NATIONAL TRUST

Safeguarding Policy

Our Purpose

The purpose of this policy is:

- To actively promote our values and behaviours towards a safer working culture for all;
- To provide a safe environment for children, young people and vulnerable adults who use our services and
- To provide Trustees, staff and volunteers with the principles that guide our approach to safeguarding.

Our Commitment

Trustees acknowledge our duty of care to safeguard and promote the welfare of children, young people and vulnerable adults to reflect our statutory responsibility and Isle of Man government's safeguarding guidance. Our policy recognises that the welfare and interests of children, young people and vulnerable adults is important at our sites both physical and virtual. We aim to ensure these are safe, secure and promote an enjoyable and positive experience for all. We recognise our Trustees, staff, volunteers and contractors all have a responsibility to protect the welfare of all children, young people and vulnerable adults and to keep them safe.

Manx National Heritage will seek to keep children, young people and vulnerable adults safe by:

- Valuing, listening to and respecting them
- Adopting a zero tolerance approach to acts of physical or verbal abuse
- Providing effective management for Trustees, staff and volunteers through reporting processes, supervision support and training
- Maintaining strong links with the Isle of Man Safeguarding Board including access to information on safeguarding changes and developments, access to training and for advice/ support
- Recruiting Trustees, staff and volunteers safely, ensuring all necessary checks are made
- Implementing clear mechanisms for reporting concerns and support via our cross divisional Safeguarding Champions-
 - Education Services Officer
 - Community Outreach and Learning Support Officer
 - Heritage Site Manager
 - Heritage Site Manager
- The Safeguarding Champions receive executive support from the Head of Finance and Corporate Services as Safeguarding Lead Officer
- Sharing information about child protection and the protection of young people and vulnerable adults with children, parents, Trustees, staff, volunteers and contractors where appropriate

- Sharing concerns with agencies who need to know, and involving Trustees, staff, colleagues, teachers, parents and children where appropriate
- Reviewing this policy at least annually for Trustee approval

This policy applies to all our staff, including MNH Executive Team and the members of the board of the Manx Museum and National Trust, volunteers and sessional workers, agency staff, students, contractors or anyone working on behalf of Manx National Heritage.

Legal Framework

This policy has been drawn up on the basis of Manx law and best practice that seeks to protect children, young people and vulnerable adults, namely:

- Social Services Act 2011
- Isle of Man Safeguarding Board
- Isle of Man Safeguarding Act 2018
- Children and Young Persons Act 2001
- Data Protection Act 2002
- International Human Rights Act 1998
- Isle of Man Rehabilitation of Offenders Act 2001 (Exceptions) Order 2001
- Equality Act 2017

Charity Commission England & Wales – Guidance on Safeguarding and protecting people for charities and trustees (published 6 December 2017)

The November 2019 policy will be published and reviewed from time to time, at least annually.

Date at which this policy is due for review: November 2020.

<p>Approved by the Manx Museum and National Trust Board of Trustees on:.....</p> <p>Signed by Chairman, Manx Museum and National Trust:.....</p>

Prepared By	Anthea Young
Last Reviewed By	Gary Lark
Approved By	Chairman, Manx Museum and National Trust
Date of Approval	2019

Revision No.	Date	Summary of revision	Revised by	Date of MMNT Approval
Draft 1	20/06/2016	Creation of policy – streamlining previous safeguarding framework	Anthea Young	n/a – draft only
Draft 2	22/06/2016	Review legal framework; add in contractors	AY/KM	n/a draft only
Draft 3	28/06/2016	Add International Human Rights Act 1998	AY/SC	n/a draft only
Draft 4	6/07/2016	Include Zero tolerance to physical and verbal abuse -Feedback from Child Safeguarding Session – MNH Staff/Sue Coyle	AY/KM	n/a Draft only
Draft 5	28/09/2019	Annual Review-Insert IOM Safeguarding Board, IOM Safeguarding Act 2018 and Equality Act.	AY/GL	n/a Draft only
Draft 6	22/11/19	Inclusion of Safeguarding Champions, Safeguarding Lead Officer, addition of UK Charity Commission Guidance on Safeguarding,	AY/GL	December 2019
Draft 7	26/11/19	Specific inclusion of reference to Trustees in Our Commitment and added policy review for annual approval by Trustees	GL	November 2019