



# Mitre Impact Safeguarding Policy

## 1. Policy Statement

Mitre Impact is committed to safeguarding and promoting the welfare of all beneficiaries, staff, volunteers, and others who come into contact with the charity. We believe that everyone, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation, or identity, has the right to protection from all types of harm or abuse.

## 2. Purpose of this Policy

This policy sets out the responsibilities of trustees, staff, and volunteers in relation to safeguarding, and the procedures to be followed if abuse or harm is suspected or disclosed.

## 3. Scope

This policy applies to all trustees, staff, volunteers, and anyone working on behalf of Mitre Impact.

## 4. Legal Framework

This policy has been drawn up on the basis of law and guidance that seeks to protect children and adults at risk, including:

- The Children Act 1989 and 2004
- The Care Act 2014
- The Charity Commission's guidance on safeguarding
- Working Together to Safeguard Children 2018
- Safeguarding Vulnerable Groups Act 2006

## 5. Definitions

- **Children:** Anyone under the age of 18.
- **Adults at risk:** Adults who, by reason of disability, age, illness, or other circumstances, may be unable to protect themselves from harm or exploitation.

## 6. Responsibilities

- The Board of Trustees has overall responsibility for safeguarding.
- A designated Safeguarding Lead will be appointed to oversee implementation and act as the main point of contact for safeguarding concerns.

- All staff and volunteers must read, understand, and comply with this policy.

## **7. Recruitment and Training**

- All staff and volunteers working with children or adults at risk will be subject to appropriate background checks (e.g., DBS checks).
- Safeguarding training will be provided and refreshed regularly.

## **8. Code of Conduct**

- All representatives of Mitre Impact must treat everyone with respect and dignity.
- No one should engage in any behavior that could be considered abusive or exploitative.

## **9. Recognizing and Responding to Concerns**

- All concerns, allegations, or disclosures of abuse must be taken seriously and reported immediately to the Safeguarding Lead.
- The Safeguarding Lead will record the concern, assess the risk, and take appropriate action, which may include contacting statutory authorities.

## **10. Confidentiality**

- Information about safeguarding concerns will be shared only with those who need to know in order to protect individuals.
- Records will be kept securely and in accordance with data protection law.

## **11. Whistleblowing**

- Anyone who has concerns about the conduct of a trustee, staff member, or volunteer should report this to the Safeguarding Lead or, if necessary, directly to the Board of Trustees or statutory authorities.

## **12. Review**

- This policy will be reviewed annually by the Board of Trustees and updated as necessary.

## **Contact Details**

- Designated Safeguarding Lead:  
Peter Edwards – [peter@themitrepub.co.uk](mailto:peter@themitrepub.co.uk); 07739102861
- Local Authority Safeguarding Team: 01296 383204
- NSPCC Helpline: 0808 800 5000