

Safeguarding Code

This code aims to protect you, as a member of staff or volunteer for the National Trust, to help you take the right approach to working, volunteering with, and supervising children, young people and adults at risk. All staff and volunteers should agree to the below.

To support our safeguarding culture, I will:

- Report all suspicions, concerns, or allegations immediately.
- Always represent the Trust appropriately.
- Treat everyone equally and with dignity and respect.
- Support an open and transparent culture by challenging and reporting inappropriate behaviour.
- Never use inappropriate, threatening, or suggestive language, written or verbal.
- Always adhere to and promote this safeguarding code when engaging online or in person.

When working with adults at risk I will:

- Consider whether I need a DBS or AccessNI check to work safely with the adult at risk.
- Listen to the needs and wishes of the adult to support them to make their own decisions.
- Remind them of the internal wellbeing support available to them and help them to access this.
- Gain their consent, where possible before making calls, reports or referrals on their behalf.
- Not give advice but instead, signpost people to relevant support.
- Maintain appropriate boundaries and not become a person caring for or supporting an adult beyond my role.

When working with children and young people at risk I will:

- Consider if I need a DBS check or AccessNI check to work safely with children.
- Encourage young people to speak up and be listened to, to support an open culture.
- Respect my position of trust and will not abuse this. Refrain from joining in any physical games that may lead to physical contact with children.
- Not allow any activities that encourage bullying, dares or forfeits.
- Avoid being alone in a 1:1 situation with anyone under 18 years but remain in the sight and hearing of others. This includes any digital spaces.
- Maintain appropriate boundaries between myself and young people including no over familiar physical contact.
- Not add anyone under 18 on any social media.
- Not develop a friendship or relationship with anyone under 18 for whom I have a position of trust.
- Not drink alcohol when responsible for young people and will not allow anyone under 18 to drink alcohol (in line with UK law).
- Ensure separate sleeping accommodation for males and females, over and under 16 and between adults and children.

The National Trust is committed to safeguarding the welfare of all children and adults at risk by protecting them from neglect and from physical, sexual and emotional harm. All staff and volunteers have a responsibility and duty of care to report any suspicion or concern and a right to do so in confidence. In the case of an incident, make the situation safe to minimise risk with the support of a colleague, this could include; taking a vulnerable person to a place of safety, removing a person from site who is posing a risk to others, contact the vulnerable persons responsible adult such as parent, carer or guardian, supervise any ongoing situation until support can be sought. Take brief notes of any action taken and report any incident or concern to your Local Designated Safeguarding Lead or, if in doubt, call the People Service Centre on **0370 240 0274**. If you are a third party external to the Trust and have a concern, you can contact our whistle blowing line on **0800 069 8063**.

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