



ROYAL SOCIETY OF CHEMISTRY

UK Child Safeguarding Policy

We are committed to reviewing our policy and good practice annually, or in the following circumstances:

- After a change in legislation and/or government guidance
- As a result of any significant change or event

Version Control			
Version	Author	Date	Changes
1.0	Magda van Leeuwen and Rio Hutchings	March 2022	Final version
1.1	Magda van Leeuwen	March 2023	Review, edits reflect changes in policy hierarchy

Document Control	
Document Title	UK Child Safeguarding Policy
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Original Authors:	Magda van Leeuwen, Designated Safeguarding Lead
Reviewed by:	Leadership Team
Approved by:	Audit and Risk Committee
Date of next review:	March 2024

1. Purpose & Scope

- 1.1. The purpose of this policy and associated procedures is to provide clarity to Royal Society of Chemistry Trustees, staff, contractors and volunteers on how they should engage with children when working for, on behalf of, or in partnership with RSC.
- 1.2. This policy serves to ensure that staff, contractors, volunteers and other representatives are protected.
- 1.3. This policy and associated procedures are intended to provide a common understanding of safeguarding issues, develop good practice across the diverse areas in which we operate and thereby increase accountability in this aspect of our work.
- 1.4. This policy constitutes RSC's policy for the UK and complies with the RSC Global Safeguarding Policy.
- 1.5. Any breach of this policy will be treated as a disciplinary matter, which may result in immediate termination of employment or contract, withdrawal of volunteer status, and reporting to the police, relevant regulatory authority or other body.

2. Legal Framework

- 2.1. This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in the UK. We are fully committed to complying with all UK safeguarding legislation and guidance including Children Act 1989 and 2004, Working Together to Safeguard Children 2018 and Care Act 2014.

3. Related Policies and Procedures

- 3.1. This policy should be read alongside our **Safeguarding Children Procedures and Processes**
- 3.2. This policy also needs to be read in conjunction with our policies and procedures on:
 - RSC Professional Practice and Code of Conduct
 - RSC Volunteer Problem Solving Policy
 - RSC Volunteer Principles
 - RSC Volunteer Safer Recruitment Policy
 - Health and safety policies and procedures
 - RSC Photography and filming policy
 - Staff handbook including:
 - Code of Conduct
 - Dignity at Work Policy
 - Disciplinary Policy
 - Data Protection Policy
 - Data Retention Policy
 - Whistleblowing

4. Guiding Principles

- 4.1. We are committed to safeguarding children from harm.
- 4.2. Safeguarding is everyone's responsibility, and the welfare of children is paramount.

- 4.3. Everyone who participates in activities at the RSC, or run by RSC staff, contractors and volunteers, is entitled to do so in a safe and enjoyable environment.
- 4.4. All children, without exception, have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- 4.5. No child must be treated any less favourably than others in being able to access our services which meet their particular needs.

5. We will seek to keep children safe by:

- 5.1. Taking all reasonable steps to protect children from harm, discrimination, and degrading treatment and to respect their rights, wishes and feelings.
- 5.2. Appointing a Designated Safeguarding Lead, Designated Safeguarding Officers (DSOs), Leadership Team leads for safeguarding and a lead Trustee for safeguarding.
- 5.3. Adopting child protection and safeguarding best practice through our policies and procedures.
- 5.4. Ensuring a robust 'safe' recruitment procedure is in place and that all RSC staff, contractors and volunteers who work with children are appropriate for that role and are provided with relevant training in safeguarding (or must evidence relevant training completed at an equivalent level in the last 2 years).
- 5.5. Taking seriously all suspicions and allegations of poor practice or abuse and responding swiftly and appropriately to them in accordance with current procedures.
- 5.6. Using our procedures to manage any allegations against staff, contractors and volunteers appropriately.
- 5.7. Ensuring all activities have an up-to-date risk assessment and that we provide a safe environment for children, staff, contractors and volunteers.
- 5.8. Ensuring all images or recordings of children taken on behalf of the RSC comply with the RSC Data Protection Policy and appropriate consents are obtained.

6. Questions about this Policy

- 6.1. If you have any queries regarding how this Policy works in practice or do not understand anything in this Policy or related guidance and procedures, please contact the Designated Safeguarding Team at safeguarding@rsc.org.

7. Contact details

7.1. Designated Safeguarding Lead (DSL)

Name: Magda van Leeuwen
Email: safeguarding@rsc.org

7.2. Leadership Team leads for safeguarding

Name: Sarah Robertson and Jo Reynolds

7.3. Lead Trustee for Safeguarding

Chair of Audit and Risk Committee, currently Liz Rowsell