

British Society for Immunology

Safeguarding children and vulnerable adults policy

The British Society for Immunology (BSI) is a registered charity and the leading UK membership organisation working with scientists and clinicians from academia and industry to forward immunology research and application. Our mission is to support our immunology community in driving scientific discovery and making a positive impact on health. This policy applies to anyone working on behalf of the British Society for Immunology, including senior managers and the board of trustees, paid staff, volunteers, and students.

The purpose of this policy statement is:

- to protect children, young people and vulnerable adults who come into contact with the British Society for Immunology's activities from harm, including the children of adults who use our services.
- to provide trustees, staff and volunteers, as well as children, young people, vulnerable adults and their families, with the overarching principles that guide our approach to safeguarding.
- 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.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England/Northern Ireland/Scotland/Wales, including the UK safeguarding legislation and guidance including Children Act 1989 and 2004, Working Together to Safeguard Children 2018 and Care Act 2014. A summary of the key legislation is available from [nspcc.org.uk/learning](https://www.nspcc.org.uk/learning).

Related policies

These procedures and processes should be read in conjunction with the following existing policies and procedures:

- BSI Safeguarding procedures and processes
- BSI Code of Conduct
- Staff handbook including:
 - Code of Conduct
 - Disciplinary policy
 - Data protection policy
 - Whistleblowing policy
- BSI Photography and filming policy

We believe that:

- children, young people and vulnerable adults should never experience abuse of any kind

- we have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.

We recognise that:

- the welfare and interests of the people we interact with are paramount
- all children and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse and some people are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- all visitors without exception have the right to protection from abuse
- all suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately
- all staff, contractors and volunteers should be clear as to what constitutes appropriate behaviour and responses and have a responsibility to report concerns to the appropriate person

Guiding principles

We are committed to safeguarding children and vulnerable adults from harm.

- Safeguarding is everyone's responsibility and the welfare of children and vulnerable adults is paramount.
- Everyone who participates in activities run by BSI staff and volunteers, is entitled to do so in a safe and enjoyable environment.
- All children and vulnerable adults, without exception, have the right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs.
- No child or vulnerable adult must be treated any less favourably than others in being able to access our services which meet their particular needs.

We will seek to keep children and vulnerable adults safe by:

- Taking all reasonable steps to protect children and vulnerable adults from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings
- Appointing Designated Safeguarding Officers (DSOs), Leadership Team lead for safeguarding and a lead trustee for safeguarding
- Adopting child protection and safeguarding best practice through our policies and procedures
- Ensuring a robust 'safe' recruitment procedure is in place and that all BSI employees and volunteers who work with children and vulnerable adults are appropriate for that role and are provided with relevant training in safeguarding
- Taking seriously all suspicions and allegations of poor practice or abuse and responding swiftly and appropriately to them in accordance with current procedures
- Using our procedures to manage any allegations against staff and volunteers appropriately
- Ensuring all activities have an up-to-date risk assessment and that we provide a safe physical environment for children, young people, vulnerable adults, staff and volunteers
- Ensuring all images or recordings of children or vulnerable adults taken on behalf of the BSI comply with the BSI Data Protection Policy and appropriate consents are obtained

Contact details

Designated safeguarding officers (DSOs)

Name: Chris Snowden-Smith

Email: safeguarding@immunology.org

Leadership Team leads for safeguarding

Name: Dr Jennie Evans

Lead Trustee for Safeguarding

Name: Dr Emma Chambers

This policy has been reviewed, approved and endorsed by the British Society for Immunology Board of Trustees. 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

This policy was last reviewed on:

Signed:



Safeguarding lead, British Society for Immunology Board of Trustees

Date: July 2023