

The Brotherhood Charity Safeguarding Policy

1. Policy Statement

The Brotherhood Charity (“the charity”) is committed to safeguarding the well-being of all those we support, including veterans, serving personnel, volunteers, and members of the public.

We recognise that:

- Many of our beneficiaries may be experiencing mental health challenges, trauma, or crisis situations.
- Some individuals may be at risk of self-harm, suicide, exploitation, or abuse.
- Safeguarding is everyone’s responsibility.

We will take all reasonable steps to protect people from harm and to respond appropriately to concerns or incidents.

2. Purpose

The purpose of this policy is to:

- Protect beneficiaries, volunteers, staff, and trustees from harm.
- Ensure all concerns are reported and dealt with effectively.
- Comply with legal safeguarding duties, Charity Commission guidance, and best practice.

3. Scope

This policy applies to:

- All trustees, staff, volunteers, and contractors.
- All activities, whether delivered online (through *The Brotherhood Charity*) or face-to-face.

4. Definitions

- **Safeguarding** – protecting people’s health, wellbeing, and human rights; enabling them to live free from harm, abuse, and neglect.
- **Vulnerable adult** – a person aged 18 or over who is in need of care or support, and unable to protect themselves from harm or exploitation.
- **Abuse** – may include physical, emotional, sexual, financial, or neglect.

5. Safeguarding Principles

We will:

1. Place the well-being of beneficiaries at the centre of all we do.
2. Treat all individuals with respect and dignity.
3. Maintain appropriate professional boundaries.
4. Ensure all safeguarding concerns are acted upon without delay.
5. Provide training for all staff, trustees, and volunteers.

6. Roles and Responsibilities

- All trustees, staff, and volunteers must read, understand, and follow this policy.
- Designated Safeguarding Lead (DSL) – responsible for receiving and acting upon safeguarding concerns.
- Trustee Board – has overall responsibility for safeguarding in the charity.

Designated Safeguarding Lead:

Name: Darren Attersley

Email: d.attersley@thebrotherhoodcharity.org.uk

7. Recognising Concerns

Signs of safeguarding concerns may include:

- Expressions of suicidal thoughts or intent.
- Sudden withdrawal or isolation.
- Signs of injury, neglect, or distress.
- Behaviour changes suggesting fear, anxiety, or trauma.

8. Responding to Concerns

If you believe someone is at immediate risk of harm, **call 999**.

Otherwise:

1. Stay calm, listen, and reassure the person.
2. Do not promise confidentiality – explain you may need to share information to keep them safe.
3. Record what you have seen or heard as soon as possible.
4. Report the concern to the Designated Safeguarding Lead immediately.

9. Online Safeguarding

As much of our work is online via *The Brotherhood Charity*:

- All communication will be respectful and appropriate.
- Moderation procedures will be in place to manage harmful content.
- Users posting content that indicates risk of harm will be referred to appropriate support services immediately.

10. Record Keeping

- All safeguarding reports will be stored securely and confidentially.
- Only the DSL and the chair of trustees will have access.
- Records will include dates, names, actions taken, and outcomes.

11. Training

- All trustees, staff, and volunteers will receive safeguarding training within 3 months of starting their role.
- Refresher training will be provided at least every 2 years.

12. Review

This policy will be reviewed annually, or sooner if there are changes in legislation or Charity Commission guidance.

Date of last review: 6 Mar 2026

Reviewed by: Darren Attersley