



## Policy for the Protection of Children and Vulnerable Adults

MG ALBA makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe.

MG ALBA may come into contact with children and / or vulnerable adults through the following activities:

- Work experience placements
- Summer placements
- Guided facility tours
- MG ALBA events
- Industry events
- Community engagement events
- School events and activities
- Location filming

This policy seeks to ensure that MG ALBA undertakes its responsibilities with regard to protection of children and vulnerable adults and will respond to concerns appropriately.

This policy applies to all staff, including senior managers and the Board of Members, employees, students, contractors, suppliers or anyone working on behalf of Seirbheis nam Meadhanan Gàidhlig (operating as MG ALBA).

Employees who come in to contact with children and / or vulnerable adults in any capacity related to BBC ALBA must also comply with the BBC Child Protection Policy and Guidelines on Working with Vulnerable Adults. The provisions of these policies will be covered during Induction Training and employees will be required to complete relevant training courses to embed knowledge and understanding.

### Definition of a Child

A child is under the age of 18.

### Definition of Vulnerable Adults

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.

### Legal framework

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

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Safeguarding Vulnerable Groups Act 2006
- Public Interest Disclosure Act 1998

*Agreed by Board on 13/9/16*



- Mental Health Act 1983
- NHS and Community Care Act 1990
- Rehabilitation of Offenders Act 1974
- Relevant government guidance on safeguarding children

MG ALBA commits resources to providing Disclosure Scotland Protection of Vulnerable Group Scheme checks on staff (paid or unpaid) whose roles involve contact with children and / or vulnerable adults. MG ALBA commits resources for induction and training of staff (paid and unpaid), and effective communications in relation to Safeguarding.

All staff who, through their role, are in contact with children and/or vulnerable adults will have access to safeguarding training at an appropriate level.

We recognise that:

- the welfare of the child is paramount, as enshrined in the Children Act 1989
- all children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children and young people safe by:

- valuing them, listening to and respecting them
- adopting child protection practices through procedures and a code of conduct for staff and volunteers
- developing and implementing an effective e-safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support and training
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- sharing information about child protection and good practice with children, parents, staff and volunteers
- sharing concerns with agencies who need to know, and involving parents and children appropriately.

We will seek to keep vulnerable adults safe by ensuring they are protected from:

- physical abuse – including hitting, pushing, kicking, misuse of restraint or inappropriate sanctions
- sexual abuse – including sexual assault or acts to which the adult did not, or could not, consent
- psychological abuse – including emotional abuse, threats, deprivation of contact, humiliation, intimidation, coercion, verbal abuse, isolation or withdrawal from services
- financial or material abuse – including exploitation and pressure in connection to property or financial transactions
- neglect or acts of omission – including ignoring medical or physical care needs, discriminatory abuse – including racist, sexist and other forms of harassment.

We are committed to reviewing our policy and good practice annually.

*Agreed by Board on 13/9/16*