

## General Safeguarding Policy June 2023

### 1. Safeguarding of all individuals engaged in Academy activity

- 1.1 The Royal Academy of Engineering (Academy) acknowledges its duty of care to safeguard and promote the welfare of all individuals that engage in its activities.
- 1.2 The Academy aims to ensure that all individuals, regardless of any personal characteristics, protected or otherwise:
  - have a positive and enjoyable experience of any activities or engagement with the Academy in a safe environment.
  - are protected from any form of abuse whilst participating in any activities under the auspices of the Academy, whether at the Academy premises or elsewhere and at any time of the day or night.
- 1.3 Along with this Safeguarding policy, the Academy ensures the safeguarding of all individuals through a suite of policies that are in place to protect individuals. These include:
  - i. Diversity and Inclusion policy
  - ii. Anti Bullying and Harassment policy
  - iii. Whistleblowing policy
  - iv. Health and Safety policy
  - v. Modern Slavery statement
  - vi. Anti-bribery policy
  - vii. General Privacy policy
  - viii. Safeguarding of children and adults at risk policy (below – to be approved)
- 1.4 In addition, the Academy has a Code of Conduct policy for Fellows and a Code of Conduct Committee to review any contraventions of the code. There is also a code of conduct and behaviour for staff laid out in the Staff Handbook, disciplinary policies for Fellows and staff and grievance processes for staff and a subject access request process (none of which are publicly available).
- 1.5 The Academy acknowledges that certain individuals can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare. A separate policy, the Safeguarding Children and Adults at Risk Policy sets out the policy and procedures for safeguarding Children and Adults at Risk both in the UK and in international activity, those people who are beneficiaries of its programmes. We are committed to ensuring safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice and Charity Commission requirements.