

SAFEGUARDING POLICY

Created: April 2025

Introduction

This policy applies to anyone working on behalf of or with PETA, including but not limited to employees, contractors, trustees, and volunteers. PETA believes that no individual should experience abuse, harm, neglect, or exploitation, and we do our best to ensure the safety and welfare of all those working on behalf of or with PETA or while on PETA's premises.

Safeguarding

PETA takes proactive actions to safeguard all individuals working on behalf of or with PETA or while on PETA's premises.

PETA has robust policies to support the physical and mental safeguarding of these individuals as well as an assigned employee who oversees the safety of our physical sites and conducts regular risk assessments.

As an organisation that recognises the vulnerability of others, PETA has a comprehensive policy and code of conduct that stipulates guidance on how to deal with vulnerable people and helps ensure that all employees act in accordance with the organisation's values.

PETA complies with the Code of Fundraising Practice and is registered with the Fundraising Regulator.

Complaints

While PETA complies with guidance as set out by the National Council of Voluntary Organisations (NCVO), the Charity Commission, and other relevant regulating bodies, the organisation acknowledges that mistakes may happen. Therefore, PETA actively encourages individuals working on behalf of or with the organisation to raise any concerns they may have. To support this, the organisation has put in place detailed internal policies that clearly set out the steps for employees raising issues such as bullying in the workplace. Anyone else is encouraged to report any safeguarding concerns by e-mail (info@peta.org.uk) or by phone (0207 837 6327).

PETA takes all complaints extremely seriously, and the organisation will investigate all concerns raised by both internal and external individuals. PETA will report any serious incidents to authorities, including the police, social services or regulators. The organisation has a zero-tolerance approach to instances of proven serious misconduct, including but not limited to discrimination, bullying, and harassment, including of a sexual nature.