



SAFEGUARDING CODE OF PRACTICE

1. It is the policy of One Million Mentors (1MM) to ensure that partner organisations provide a safe and secure environment in which young people can thrive and develop and where all aspects of their welfare will be protected.
2. The role of the mentor will be clearly defined and 1MM will ensure that partner organisations follow safe recruitment practices designed to assess, as appropriate, the mentor's suitability to work with children, young people and vulnerable adults.
3. Online training and induction programmes for all new mentors will include basic information on recognising and responding to child protection issues. Mentors will be encouraged to familiarise themselves with 1MM's safeguarding policy and procedures and, through their Mentor Co-ordinator, those of the relevant partner organisation.
4. 1MM will work closely with partner organisations to ensure that mentees and mentors receive adequate support and supervision.
5. Safeguarding concerns, either relating to an individual or the mentoring process in general, should be discussed at an early stage as part of the regular liaison between 1MM and Mentor Co-ordinators.
6. Anyone involved in the mentoring journey may raise complaints or concerns about any aspect of the service. 1MM and their partner organisations have well publicised and readily accessible processes for this, including policies on complaints, whistleblowing and managing allegations.
7. If a mentee discloses abuse they may be suffering elsewhere in their lives, or if a mentor observes signs of abuse, this information must be acted upon. The partner organisation should immediately be made aware of the safeguarding concerns, usually through the Safeguarding Lead or Mentor Co-ordinator, so that the organisation's child protection procedures can be triggered.
8. 1MM will ensure that safeguarding issues receive continuous attention and will regularly review policies and procedures to support this principle.