



SAFEGUARDING POLICY AND PROCEDURE

1.0 Purpose and Aim of the Policy

The Museum of Transology is dedicated to providing an environment that values, respects and safeguards all children, young people and adults at risk, but especially transgender, non binary and intersex children, young people and adults at risk, in all of our activities. We believe that all people without exception have a human right to be protected from abuse of any kind regardless of age, gender, ethnicity, disability, sexuality, gender identity, beliefs or family make up.

We have a duty of care to protect and provide a safe environment for them by only engaging those in a supervisory capacity who have been properly checked i.e., DBS checked, prior to their being appointed (in either a paid or voluntary capacity), to work one to one with children, young people and/or adults at risk. We also want to protect and support our staff and volunteers who work or come into contact with these groups.

The Museum of Transology aims to ensure that:

- Effective safeguarding rules are in place that are specific to MoT which works primarily with children, young people and adults at risk that identify as trans, non-binary and intersex and is therefore relevant to their needs, concerns and safety.
- Appropriate action is taken in a timely manner to safeguard and promote the welfare of children, young people and adults at risk.
- All staff and volunteers are aware of their responsibilities with respect to safeguarding.
- All staff and volunteers are properly inducted and trained in recognising and reporting safeguarding issues.

1.2 For the purposes of this policy *children* and *young people* are defined as those persons under the age of 18 years of age. This includes transgender, non binary and intersex children and young people.

1.3 *Adults at risk of harm* is a person over 18 years of age who is or may be in need of community care or health care services by reason of disability or illness, and who as a result of those needs, is or may be unable (or temporarily unable) to take care of themselves or protect themselves against harm or exploitation.

1.4 This policy will apply to all MoT staff, contractors and volunteers and will be used to support their work with the MoT.

1.5 This policy applies to all MoT activities, whether conducted in-person or online. All individuals representing the MoT must adhere to this at any venue, including but not limited to:

- Bishopsgate Institute
- Lethaby Gallery at Central Saint Martins
- All satellite exhibition spaces
- Digital platforms and virtual events
- Community outreach programs
- Educational workshops
- Public programming events

1.6 It has been drafted in line with documentation available from the National Society for the Prevention of Cruelty to Children (NSPCC) and relevant Government legislation and guidance. It has also been drafted in line with adjacent organisations working in queer cultural heritage (Queer Britain, The Feminist Library, University of Leicester's Research Centre for Museums and Galleries) and transgender charity support (Gendered Intelligence)

2. Definitions of Abuse

There are several different categories of abuse officially defined in government guidance and these are central to the child protection system. The different categories of abuse are defined as follows: (please note that the list below is not exhaustive)

- Neglect and Acts of Omission – the actual or likely persistent or significant neglect of a child, young person or adult at risk. The failure to protect a child, young person or adult at risk from exposure to any kind of danger, including cold and starvation.
- Physical – actual or likely deliberate physical injury to a child, young person or adult at risk, or wilful or neglectful failure to prevent physical injury or suffering to a child or adult at risk.
- Sexual – actual or likely sexual exploitation of a child, young person or an adult at risk. The involvement of children/adolescents in sexual activities.
- Emotional or Psychological – actual or likely persistent or significant emotional ill treatment or rejection, resulting in severe adverse effects on the emotional, physical and/or behavioural development of a child, young person or adult at risk.
- Bullying – a deliberate act that can take the form of verbal abuse (e.g. taunting, racist or homophobic remarks, shouting and screaming, name calling), physical abuse (e.g. hitting, kicking, theft), or emotional abuse (e.g. ignoring or isolating an individual).
- Financial or Material – such as theft, fraud or exploitation, pressure in connection with property or inheritance, misuse of property, possessions or benefits.
- Institutional - can occur in formal settings such as residential or nursing homes or hospitals or schools and is the mistreatment of people brought about by poor or inadequate care and poor practice that affects the whole setting.

- Organisational: an organisation's systems and processes, and/or management of these fail to safeguard people leaving them at risk of or causing them harm.
- Discriminatory - when someone picks on you or treats you unfairly because something about you is different. This can include unfair or less favourable treatment due to a person's race, gender, age, disability, religion, sexuality, appearance or cultural background.
- Domestic - violence or other abuse by one person against another in a domestic setting, such as in marriage or cohabitation
- Modern Slavery - encompasses slavery, human trafficking, forced labour and domestic servitude. Traffickers and slave masters use whatever means they have at their disposal to coerce, deceive and force individuals into a life of abuse, servitude and inhumane treatment.
- Online – Any type of abuse that happens on the internet. It can happen on any device that is connected to the web e.g. tablets, laptops, PCs and mobile phones. Examples of online abuse are: cyberbullying; emotional abuse; grooming; sexting; sexual abuse and sexual exploitation.

Alongside these standardised, governmental guidelines regarding abuse, the MoT recognize specific vulnerabilities and forms of abuse may occur in the context of transgender, non binary and intersex children, young people and adults at risk in the context of a transgender exhibition space. Some examples that we have thought of: (please note this list is not exhaustive)

Identity-Based Harassment

- Intentional misgendering or deadnaming may occur when someone deliberately uses the incorrect pronoun or gendered language to cause distress or invalidate a person's gender identity. The persistence use of a transgender, non-binary or intersex child, young person or adult at risk' former name (deadnaming) can be wielded as a tool of harassment and delegitimization, particularly in the exhibition space where personal histories may be discussed or disclosed.
- Visitors may express scepticism or opening mock various forms of gender expression or presentation, creating a hostile environment for transgender individuals engaging with exhibition content.
- Harmful commentary about medical transition status, whether assumed or known, can be used to undermine and distress other transgender, non-binary or intersex individuals.

Exhibition-Specific Vulnerabilities

- Visitors may attempt to photograph or film transgender, non-binary or intersex children, young people or adults at risk without their consent, particularly during educational programs or public events.

- Individuals may subject transgender, non-binary and intersex visitors to inappropriate and intrusive questioning about personal experiences related to exhibition content.
- There is a risk of visitors disclosing someone's transgender, non-binary or intersex status to others without consent, particularly in group visit situations.
- Exhibition content about transgender experiences may be deliberately misinterpreted or weaponized to justify discriminatory attitudes or behaviors.

Digital and Documentary Risks

- Photography or recording of transgender individuals may occur without consent and be shared online for harassment purposes.
- Information about who visits the exhibition may be documented and shared in ways that compromise visitor privacy and safety.
- Exhibition attendance might be used to out transgender, non-binary and intersex children, young people and adults at risk to their communities, workplaces, or educational institutions.
- Documentation of participation in exhibition events could be collected and misused to target individuals.

Family-Based Vulnerabilities

- Family members who do not accept or support a person's gender identity may compel them to attend the exhibition against their will.
- Exhibition content about transgender experiences may be used by unsupportive family members to invalidate or argue against a person's identity.
- Family members may actively prevent access to supportive resources or information available at the exhibition (for example our exhibition catalogue has a series of support group resources).
- Some family members may closely monitor or control how their transgender family member engages with exhibition content and other visitors.

Psychological and Emotional Impact

- Historical content about transgender, non binary and intersex experiences may trigger trauma responses in transgender, nonbinary and intersex children, young people and adults at risk who have experienced similar discrimination or violence.
- Anti-trans materials preserved, documented and displayed in the exhibition may cause significant distress when encountered. Transgender, non-binary and intersex children, young people and adults at risk may experience secondary trauma when engaging with documented histories of discrimination and violence against transgender people.
- Anxiety about how transgender, non binary and intersex people are represented in exhibition materials may create additional stress for transgender, non binary and intersex children, young people and adults at risk.

3. Policy Statement

The Museum of Transology believes everyone has a responsibility to promote the welfare of all children, young people and adults at risk, especially transgender, non binary and intersex

children, young people and adults at risk, to provide an environment that values, respects and protects them while they are engaging with the Museum of Transology. It will:

3.1 Make sure that all children, young people and adults at risk have the same protection regardless of age, gender, ethnicity, disability, sexuality, gender identity, beliefs or family make up.

3.2 Recognise the additional needs of transgender, nonbinary and intersex children, young people and adults at risk especially those who are multiply marginalised (for example a Black transgender young person) and the complex barriers that may intersect for them.

3.3 Ensure all children, young people and adults at risk are treated with care, respect and dignity.

3.4 Ensure communication with children, young people and adults at risk is open and clear

3.5 Work in line with current legislation and ensure that the welfare and safety of the individual child, young person or adult at risk is paramount.

3.6 Take appropriate action to respond to issues of a child, young person and adult at risk, which occur whilst at Museum of Transology events, or involve its Trustees, staff, contractors and volunteers.

3.7 Maintain clear, concise and well maintained documentation of any concerns or actions that require intervention from anyone related to the Museum of Transology (trustee, staff, contractor or volunteer). This includes a written record of confidential information that will be kept securely by the Designated Safeguarding Lead and will be kept for as long as deemed necessary, in line with GDPR.

4. Designated Safeguarding Lead

The current safeguarding lead for the Museum of Transology is: E-J Scott.

While we all have a responsibility related to safeguarding, the DSL is responsible for:

- Overseeing the referral of cases of suspected abuse or allegations to social services, police or wider support networks.
- Providing advice and support to other staff on issues relating to safeguarding.
- Maintaining a proper record of any safeguarding referrals, complaints or concerns (even when that concern does not lead to a referral).
- Ensuring that the visitors to the Museum of Transology events and exhibitions are aware of the MoT's Safeguarding Policy.
- Liaising with outside agencies such as local authorities, Police, social services or wider support networks if/when needed.

5.0 Recognising and Responding to Signs of Abuse

It is not the responsibility of the Museum of Transology volunteer or invigilator to deal with suspected abuse (unless there is immediate danger to the individual), but it is their responsibility to report concerns to the appropriate person. It is important that all MoT volunteers are aware of their responsibilities if a child, young person or adult is at risk of abuse.

5.1 If a Museum of Transology volunteer suspects abuse has taken place, either by observation or by what has been said to that individual, this triggers the following chain reaction:

5.1.1 A volunteer of the Museum of Transology is **made aware of concerns** about a child, young person or adult at risks welfare or safety.

5.1.2 If there is an immediate danger, the MoT volunteer calls the emergency services, then **informs the Designated Safeguarding** Lead. If E-J Scott is not in the gallery at that time, inform the MoT member of staff that is in the gallery with you.

5.1.3 MoT volunteer reports to/consults with the Designated Safeguarding Lead and **completes the Safeguarding Incident Report form.**

5.1.4 The Designated Safeguarding Lead **makes a decision** on an immediate referral to or consultation with the local child protection services or police, records actions taken/agreed upon.

6.0 Access to this Document

The Museum of Transology will ensure that all staff, contractors and volunteers have access to a copy of this policy as part of their induction process. It will also be made available on the website. A copy of the policy will be available for volunteers upon entry to the MoT exhibition.