

Safeguarding Policy

1. Introduction

The European Society of Endocrinology (ESE) is committed to promoting research, education, and clinical practice in endocrinology for the public benefit. As part of this commitment, the society recognises the importance of safeguarding and protecting the welfare of individuals, including volunteers and patient group representatives, who engage with our activities.

2. Scope

This safeguarding policy applies to all employees, volunteers, committee members, and individuals associated with the ESE. It aims to ensure a safe environment for everyone and outlines procedures for identifying, reporting, and responding to safeguarding concerns.

3. Definition of Vulnerable Persons

For the purposes of this policy, vulnerable persons refer to those individuals who, due to their personal circumstances or health conditions, may be at risk of harm or exploitation. This includes, but is not limited to, individuals with physical or mental disabilities, elderly individuals, or those with specific health conditions requiring special care and attention.

4. Responsibilities

4.1. ESE Executive Committee: The Executive Committee is responsible for ensuring the implementation and adherence to this safeguarding policy. They will provide the necessary resources to support its effective implementation.

4.2. Designated Safeguarding Officer (DSO): The ESE shall appoint a DSO, responsible for overseeing safeguarding matters, providing guidance, and acting as the point of contact for safeguarding concerns. The DSO is the Chief Executive Officer.

4.3. Employees, Volunteers, and Committee Members: Everyone associated with ESE has a responsibility to report any safeguarding concerns they encounter and to cooperate fully with any safeguarding investigation.

5. Safeguarding Procedures

5.1. Safer Recruitment: ESE has a robust recruitment process in place, including a two stage interview between the incumbent and the line manager plus at least one other manager, two satisfactory references are required and appropriate checks (e.g., DBS checks if appropriate) are completed.

5.2. Code of Conduct: ESE's Code of Conduct outlines the expected behaviour of all individuals involved with the society, emphasising respect, professionalism, and appropriate boundaries.

5.3. Training and Awareness: ESE will provide safeguarding training to employees, volunteers, and committee members to raise awareness of safeguarding concerns and procedures.

5.4. Reporting Concerns: Any safeguarding concerns must be reported promptly to the DSO, who will handle the matter in accordance with established procedures. Reports can be made verbally or in writing.

5.5. Confidentiality: All safeguarding concerns will be treated with confidentiality, with information shared on a need-to-know basis only, in line with data protection laws.

5.6. Responding to Concerns: The DSO will investigate safeguarding concerns promptly, involving relevant authorities and support services as necessary.

5.7. Support and Referral: ESE will provide appropriate support to individuals affected by safeguarding concerns and may offer referrals to specialist agencies if required.

6. Review and Monitoring

This Safeguarding Policy will be reviewed regularly and updated as necessary. Any necessary updates will be made in response to changes in legislation or best practices.

7. Communication

This Safeguarding Policy will be made available to all through the ESE website and other appropriate channels.

By implementing this Safeguarding Policy, the European Society of Endocrinology aims to create a safe and respectful environment for all individuals involved in its activities, promoting the well-being and welfare of vulnerable persons.

Related information:

[Code of conduct](#)

[ESE Equality, Diversity and Inclusion Policy](#)

[ESE Executive Committee](#)

[ESE Team](#)