



**Associated Clan MacLeod Societies
Dunvegan, Isle of Skye**

Chief Hugh MacLeod of MacLeod
Dunvegan Castle, Isle of Skye, Scotland

Torquil Donald Macleod
Chief of the Lewes

John Macleod
Chief of the Macleods of Raasay

Safeguarding & Child Protection Policy

Ratified by ACMS Council 28th February 2026

1. Purpose

The Associated Clan MacLeod Societies (ACMS) is committed to safeguarding the welfare of all children and young people who engage in its activities. This policy sets out how ACMS, a volunteer-run Scottish heritage organisation, safeguards and promotes the welfare of children and young people, in line with Scottish law and good practice. It is intended for all volunteers and participants, including those travelling from outside Scotland.

In Scotland, a *child* is defined as anyone under the age of 18. Although our activities are primarily designed for adults, we recognise that 16–17-year-olds may incidentally participate in the group, and a duty of care with regard to safeguarding is therefore required.

2. Scope

This policy applies to:

- All volunteers, including committee members, and activity leaders
- All activities organised or facilitated by the organisation, including the four-yearly Gathering and Parliament, and the Activity Week for Young MacLeods that precedes it.
- All situations where children (including under 18 year-olds) are present

ACMS has no paid staff; most organisational and leadership roles are undertaken voluntarily and without compensation, although an honorarium is paid in some cases and reasonable expense claims are reimbursed. Activities may involve association with community and or commercial agents.

3. Principles

We are committed to:

- Placing the welfare of children first
- Acting in the best interests of children at all times
- Providing a safe, respectful, and inclusive environment
- Responding appropriately to concerns or allegations
- Ensuring that all volunteers understand their safeguarding responsibilities
- Acting in accordance with Scottish safeguarding and child protection legislation

4. Safeguarding arrangements for 16–17 year olds

When 16–17-year-olds participate in organised activities:

- Parental or guardian consent will be obtained in advance

- A Safeguarding Lead will be appointed from among the supervising volunteers for the duration of the activity and who this individual is will be made known to the group ¹
- Clear codes of conduct will apply to all participants and volunteers
- Children and young people will not be placed in sole, unsupervised situations with a single adult volunteer
- Sleeping, washing, and changing arrangements will respect privacy, dignity, and safeguarding requirements
- No volunteer will have unsupervised one-to-one responsibility for a child or young person unless explicitly agreed and risk assessed.
- Any additional safeguards required by local circumstances will be implemented

5. Volunteer Responsibilities

All volunteers are expected to:

- Treat children and young people with respect and dignity
- Maintain appropriate boundaries at all times
- Avoid behaviour that could be misinterpreted or place themselves or others at risk
- Challenge inappropriate behaviour where safe to do so
- Report any safeguarding concerns, disclosures, or suspicions promptly

6. Reporting Concerns

Any safeguarding concern, disclosure, or allegation involving a child or young person under 18 must be:

- Taken seriously
- Reported immediately to the identified Safeguarding Lead
- Recorded factually and handled confidentially and proportionately

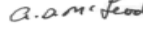
Where there is concern that a child is at immediate risk of harm, appropriate statutory services (Police Scotland or local child safeguarding and protection services) will be contacted.

7. Review

This policy will be reviewed:

- Prior to any activity involving children
- At least every **four years**, or sooner if legislation or guidance changes

Policy Ratified by: ACMS Council
Date: 28th February 2026
Safeguarding Lead: Kevin Tolmie, G&P Coordinator

Signed by: 
 Name: Alasdair McLeod
 President ACMS 2023-26

Next Review Date: February 2030 Council meeting or earlier if required

This policy is set for review at the date specified above and once approved by Council should be signed and dated by the President of ACMS

¹ Volunteer Scotland have confirmed that, as the Activity Week is primarily aimed at individuals who are over 18 years of age, the participation of 16-17 year olds in the group is incidental to the main purpose of the activity and that, in these circumstances, the legal requirement in Scotland for joining the Protecting Vulnerable Groups (PVG) Scheme does not apply. However, ACMS has determined that we will follow safeguarding guidance and best practice as set out in this policy to the best of our ability during the Activity Week in July 2026 and all subsequent such activities.