

Stratton Parish Council

Stratton Parish Council's Safeguarding Policy

Purpose of the Safeguarding Policy

To ensure that Stratton Parish Council adheres to its legal obligation and social responsibilities in relation to safeguarding children, young people and vulnerable adults. This is in accordance with legislation such as the Safeguarding Vulnerable Groups Act 2006 and the Equality Act 2010.

The term attender refers to any person attending meetings or activities held by Stratton Parish Council.

The term vulnerable adult refers to any person, over the age of 18, in need of community care or support services because of old age, mental health issues, physical disability, hearing, seeing and/or communication difficulties, learning disabilities or the inability to protect themselves from significant harm or being taken advantage of.

Stratton Parish Council is committed to improving and promoting best practice throughout the organisation and ensuring that the wellbeing of attenders is safeguarded and that they are protected from harm. This in turn will promote opportunities for them to thrive and benefit from their experience and fostering a culture where attenders are valued and their right to be safe is respected.

Under this policy abuse and neglect are defined as forms of maltreatment to any attender. This may be by omission or commission i.e. inflicting harm or failing to prevent harm. We recognise an attender can be abused in a family, institution or community setting by those known to them or, more rarely, by a stranger. Abuse may be by an adult(s) or another child(ren). The main categories of abuse are neglect, physical abuse, sexual abuse, emotional abuse and financial abuse.

Responsibility and Authority

Stratton Parish Council has ultimate responsibility for safeguarding and will ensure that the arrangements for protecting attenders are effective, robust and reviewed on a regular basis.

The designated Safeguarding Officer is Cheryl Hobbs of Stratton Parish Council, who can be contacted on strattondorset.org

Recognition of actual or suspected abuse is the responsibility of ALL members of Stratton Parish Council whether paid or volunteers. In the event of relevant contacts not being available then Dorset Safeguarding Department (01305 224314) will need to be contacted. All committee members will be made aware of this policy to support their understanding and awareness of safeguarding issues.

Stratton Parish Council

Equality Policy

Principles

Stratton Parish Council recognises that we have a role to play in creating a fair society through our activities and the way we spend our funds. Equality is integral to everything we do.

We are committed to advancing equality of opportunity between people and fostering relations between different communities. We will take steps to promote understanding, meet needs, remove or minimise disadvantage, encourage participation in public life and tackle prejudice.

We will monitor our activity to make sure this happens and take decisive action where it does not happen.

We do not tolerate harassment, victimisation or unlawful discrimination in our activities, the employment of staff or the involvement of volunteers on the grounds of age, disability, gender reassignment, race/ethnicity, religion or belief, sex/gender, sexual orientation, marriage & civil partnership, and pregnancy & maternity (the protected characteristics).

The policy will be reviewed at every Annual Parish meeting.

Roles and responsibilities

Our parish council

- writes our equality policy and monitors its implementation
- ensures that the parish council is representative of the people which it serves
- ensures that staff and volunteers are recruited and selected in a manner that does not discriminate on the grounds of protected characteristics.
- makes appropriate adjustments to enable council members, staff and volunteers perform their roles effectively, taking account of the funds available
- arranges training on equalities for the council members, staff and volunteers as appropriate
- takes decisive action if a council member, staff member or volunteer acts against the spirit of this equality policy.
- reviews the equality policy annually, with reference to changes in legislation and any incidents that have occurred.

Our staff and council members and volunteers recognise, accept and implement their responsibilities in relation to our equality policy. This includes

- becoming familiar with the equality policy
- attending equality training as required
- assessing the accessibility of all our publications and activities so that the appropriate measures can be identified to remove or reduce barriers to people with protected characteristics.