



Langton Matravers Parish Council

Safeguarding Policy

Purpose

The purpose of this policy is to protect people including children and vulnerable adults from any harm that may be caused by their coming into contact with the Council. This includes harm arising from:

- The conduct of staff or personnel associated with the Council
- The design and implementation of the Council's facilities and activities

The policy lays out the commitments made by the Council, and informs staff and associated personnel of their responsibilities in relation to safeguarding.

What is safeguarding?

In the UK, safeguarding means protecting peoples' health, well-being and human rights, and enabling them to live free from harm, abuse and neglect. As the Council, we understand it to mean protecting people, including children and vulnerable adults, from harm that arises from coming into contact with our staff or activities.

Scope

- All staff employed by the Council
- Associated personnel whilst engaged with work or visits related to the Council

Policy Statement

The Council believes that everyone it comes into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. The Council will not tolerate abuse and exploitation by staff or associated personnel.

This policy addresses the following areas of safeguarding: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse.

The Council commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

Prevention

the Council responsibilities

The Council will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its facilities and activities in a way that protects people from any risk of harm that may arise from their coming into contact with the Council and its facilities. This includes the way in which information about individuals is gathered and communicated
- Implement stringent safeguarding procedures when recruiting, managing and deploying staff and associated personnel
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organization
- Follow up on reports of safeguarding concerns promptly and according to due process

Staff responsibilities

Child safeguarding

Council staff and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

Council staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at risk adult to physical, emotional or psychological abuse, or neglect

Protection from sexual exploitation and abuse

Council staff and associated personnel must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that might be due to parishioners
- Engage in any sexual relationships with parishioners if these are based on inherently unequal power dynamics

Additionally, Council staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of this Policy
- Report any concerns or suspicions regarding safeguarding violations by a Council staff member or associated personnel to the Parish Clerk or Chair of the Council as appropriate

Enabling reports

the Council will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with. The Council will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Staff and members of the public who have a complaint or concern relating to safeguarding should report it immediately to the Parish Clerk or Chair of the Council as appropriate using the contact details on the Parish website

Response

The Council will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. The Council will apply appropriate disciplinary measures to staff found in breach of policy.

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

Approved by resolution of the Council 11.2.2021