

Safeguarding policy

The Living River Foundation is committed to safeguarding, from physical, sexual or emotional harm, neglect or bullying, children taking part in its activities. We recognise that the safety, welfare and needs of the child are paramount and that all children, irrespective of age, disability, race, religion or belief, sex, sexual or gender identity or social status, have a right to protection from discrimination and abuse.

For the purposes of this policy anyone under the age of 18 should be considered as a child. All staff members should be aware of the policy.

The appointed person for Protection Officer (CPO) is:

Richard Bain
Richard@living-river.org
07956 160822

Photographs

The organisation will seek written consent from parents/carers before taking photos or video of a child/vulnerable person at an event or training session or publishing such images. Parents and spectators should be prepared to identify themselves if requested and state their purpose for photography/filming. If the Company publishes images of children, no identifying information other than names will be included. Any concerns about inappropriate or intrusive photography or the

Welfare

Anyone who is concerned about a participant's welfare participating in the organisations events, should inform PO immediately.

Any representative failing to comply with the Safeguarding policy, or any relevant Codes of Conduct may be subject to disciplinary action.

Vulnerable Adults Policy

Vulnerable adults refer to all those adults (over 18) who have a physical disability, suffer from mental illness, have a learning disability or who, through illness or injury, are unable to provide adequately for themselves at that point.

Risk refers to any situation or behaviour by an individual or others which presents real or potential threat or harm to a person's health, safety or well-being.

This policy also relates to staff on whom someone described above is significantly dependant for their care and who may be at risk as a result of that person's behaviour or action.

a) Individual Rights

Every person has the right to a lifestyle which maintains personal independence safeguards privacy, offers genuine and informed choices, provides opportunities to enjoy and contribute to society and enables them to have their social, cultural and individual needs met. They also have the right to protection from harm or exploitation.

b) Positive aspects of risk taking

The vast majority of vulnerable adults live active and independent lives. This inevitably involves varying degrees of risk taking as a normal part of day to day living, and without which there would be a significant reduction in quality of life.

Risk taking therefore needs to be viewed positively in those circumstances where people are able to make reasonable, informed and calculated decisions involving risk taking and safety.

Equality Policy

The Living River Foundation is committed to encouraging equality and diversity among our team and eliminating unlawful discrimination.

The aim is for our team to be truly representative of all sections of society and customers, and for each volunteer to feel respected and able to give their best.

The organisation, in providing goods and/or services and/or facilities, is also committed against unlawful discrimination of the general public.

The policy's purpose is to:

- provide equality, fairness and respect for all in our employment, whether temporary, part-time or full-time
- not unlawfully discriminate because of the Equality Act 2010 protected characteristics of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality, and ethnic or national origin), religion or belief, sex (gender) and sexual orientation
- oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working, and selection for employment, promotion, training or other developmental opportunities

The organisation commits to:

- encourage equality and diversity in the workplace as they are good practice and make business sense
- create a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all representatives are recognised and valued

- This commitment includes training managers and all other volunteers about their rights and responsibilities under the equality policy. Responsibilities include representatives conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, victimisation and unlawful discrimination
- All representative should understand they, can be held liable for acts of bullying, harassment, victimisation and unlawful discrimination, in the course of their employment, against fellow volunteers, customers, suppliers and the public
- take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow volunteers, customers, suppliers, visitors, the public and any others in the course of the organisation's work activities
- Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and any appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice
- Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations. In addition, harassment under the Protection from Harassment Act 1997 – which is not limited to circumstances where harassment relates to a protected characteristic – is a criminal offence
- make opportunities for training, development and progress available to all representatives, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation
- decisions concerning representative being based on merit (apart from in any necessary and limited exemptions and exceptions allowed under the Equality Act)
- review volunteer practices and procedures when necessary to ensure fairness, and also update them and the policy to take account of changes in the law
- monitor the make-up of the workforce regarding information such as age, gender, ethnic background, sexual orientation, religion or belief, and disability in encouraging equality and diversity, and in meeting the aims and commitments set out in the equality policy
- Monitoring will also include assessing how the equality policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues