

EQUAL OPPORTUNITIES POLICY

There will be no discrimination on account of age, race, colour, religion, or belief, ethnic origin, sexual orientation, gender, disability, nationality or marital status. All members have personal responsibility for the practical application of the equal opportunities policy, which extends to the treatment of all members and visitors.

Disabilities

It is the policy of the society that disabled people should be able to participate in all of the society's activities fully on an equal basis with people who are not disabled.

(Some disabilities are immediately obvious, for example use of a wheel chair while other disabilities may not be apparent at all, for example HIV infection.)

CHILD PROTECTION POLICY

Shap Local History Society fully recognizes its' responsibilities for child protection.

Our policy applies to all members. The main elements of our policy are:

- Ensuring we practice safe recruitment in checking volunteers to work with children.
- Raising awareness of child protection issues and equipping children with the skills needed to keep them safe.
- Developing and then implementing procedures for identifying and reporting cases, or suspected cases, of abuse.
- Supporting children who have been abused in accordance with his/her agreed child protection plan.
- Establishing a safe environment in which children can learn and develop.
- Establish and maintain an environment where children feel secure, are encouraged to talk, and are listened to.
- Ensure children know that there are adults in the society whom they can approach if they are worried.

We will follow the procedures set out by the Area Child Protection Committee or Local Safeguarding Children Board.

- Ensure we have a nominated member responsible for child protection.
- Ensure every member of staff (including temporary staff and volunteers) and governing body knows the name of the designated senior person responsible for child protection and their role.
- Ensure all staff and volunteers understand their responsibilities in being alert to the signs of abuse and responsibility for referring any concerns to the designated senior person responsible for child protection.
- Develop effective links with relevant agencies and cooperate as required with their enquiries regarding child protection Keep written records of concerns about children, even where there is no need to refer the matter immediately.
- Develop and then follow procedures where an allegation is made against a member of staff or volunteer.

- Ensure safe recruitment practices are always followed.

We recognize that children who are abused or witness violence may find it difficult to develop a sense of self worth. They may feel helplessness, humiliation and some sense of blame.

- The society's ethos which promotes a positive, supportive and secure environment and gives children a sense of being valued.
- The society's behaviour policy which is aimed at supporting vulnerable children in the society. The society will ensure that the children know that some behaviour is unacceptable but they are valued and not to be blamed for any abuse which has occurred.