

IREBY AND ULDALE PARISH COUNCIL

Safeguarding Policy

1. This policy sets out how Ireby and Uldale Parish Council (IUPC) operates to keep adults at risk of abuse or neglect and children safe from abuse. As IUPC does not directly provide care or supervision services to children and vulnerable adults, it expects all children and vulnerable adults attending its events to do so with the consent and the necessary supervision of a parent, carer or other responsible adult. IUPC has a Duty of Care to its staff and Members. This policy applies to members and everyone working with or for IUPC. IUPC is committed to the protection and safety of adults and children at risk whether they are Members or participants at our events.
2. IUPC has a zero-tolerance approach to abuse of any kind, physical or verbal. IUPC will take all reasonable action to protect adults and children at risk from abuse, exploitation, radicalisation and mistreatment. IUPC recognises that under the Care Act 2014 it has a duty for the care and protection of adults who are at risk of abuse. It is committed to promoting wellbeing, harm prevention and to responding effectively if concerns are raised. IUPC recognise that it has a duty under the Protection from Harassment Act 1997 to protect its staff, members and those using our services from conduct which amounts to harassment of any type. IUPC is committed to working with appropriate agencies to ensure the reporting of abuse and/or harassment is appropriate and in line with local and national requirements and Information Sharing guidance. IUPC will create an environment where volunteers and staff feel able to raise safeguarding concerns and feel supported with their safeguarding responsibilities.

Harassment is defined as unwanted behaviour that violates the dignity of an individual or creates an intimidating, hostile or offensive environment causing alarm or distress for the recipient of such behaviour. It includes: verbal harassment, physical harassment, sexual harassment, psychological/personal harassment and Online/Cyber Harassment.

3. Members and staff will be given an induction to the organisation; which includes awareness of their safeguarding responsibilities and procedures to be followed if they have a safeguarding concern. All Members and staff are required to report any suspected abuse and be aware of the appropriate reporting and support procedure for safeguarding including the reporting of people at risk of radicalisation and extremism. All Members and staff who come into contact with adults and children at risk of abuse and their families as part of their Parish Council duties will be alert to possible signs of abuse and consider whether there may be safeguarding concerns. They will discuss their concerns with the Chair and Deputy Chair of IUPC who are responsible for following up and taking appropriate measures including the reporting of any suspected abuse or harassment to the appropriate authorities.
4. IUPC will have in place an insurance policy to ensure that appropriate legal action can be taken against the maker of any slanderous or defamatory comments made against either the staff or Members of IUPC.
5. This policy will be reviewed annually to ensure compliance with both statute and good practice.

Date of Policy: 1st April 2026

Date of next review: 1st April 2027