

Equality, Fairness and Diversity Policy Statement

Home-Start is committed to the 2010 Equality Act and 1998 Human Rights Act by developing an organisational culture that respects equality and human rights and welcomes and values difference in all aspects of its work. A commitment to equal opportunities and the fundamental rights of individuals is at the heart of our work.

To help us achieve this Home-Start has in place policies and procedures relating to staff and volunteers that are designed to uphold the rights enshrined in both 2010 Equality Act and 1998 Human Rights Act. Employees, trustees and other volunteers are, therefore required to comply with all policies and procedures designed to ensure respect for equality and human rights. Home-Start ensures all its other policies and procedures comply with this policy.

Safeguarding Policy Statement

At Home-Start we believe that every child has the right to live free from abuse of any kind.

We have a responsibility to keep children safe and we are committed to protecting children in all of our activities. We will do everything in our power to ensure children who come into contact with local Home-Start schemes in England, in any capacity, are safeguarded.

We will seek to keep children safe by:

- valuing them, listening to and respecting them.
- keeping them at the centre of everything we do.
- adopting child protection and safeguarding practices through procedures and policies for staff and volunteers.
- providing effective management for staff and volunteers through supervision, support and training.
- sharing information about child protection and good practice with staff and volunteers, along with children, parents and carers.

Home-Start Spelthorne is committed to safe recruitment practice as an important part of safeguarding and protecting children and vulnerable adults