

# Events Arran Equality and Diversity Policy



## Aims

Events Arran (formerly Lamlash Events) is open to all residents of the Isle of Arran.

We aim to create a safe and welcoming atmosphere for everyone. We aim to design our activities and decision making processes specifically to encourage and support participation and encourage members of the community to come together with a common aim of creating an event for the benefit of all both socially & economically.

We aim to treat every member and participant in our events equally, regardless of their age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex, or sexual orientation

## Accessibility

All our meetings and events are held in venues that are accessible to wheelchair users. When there are more than 40 people at an event we aim to use a PA system. When ticketing an event we provide free places for carers of members and participants.

We are committed to ensuring any person is able to attend our activities, so we will reassess our access requirements to meet the needs of the audience.

## Diversity

Events Arran is a community group made up from a varied range of island people with the aim to organise a range of events and activities to suit the interests and meet the needs of a wide variety of people.

The group is always open to new ideas, and will give opportunities for residents to share their cultural heritage with one another.

## Inclusion and respect

Everyone should be made to feel equally welcome and included at all meetings and events.

Sexist, racist, homophobic, transphobic or otherwise offensive and inflammatory remarks and behaviour are not acceptable. These constitute harassment, and have no place in the group.

## Dealing with discrimination and harassment

If any person feels they have been discriminated against by the group or harassed at an event they should raise this with the committee.

The committee will investigate the complaint, listening to all members involved. (If the complaint is against a committee member, that member will not be part of conducting the investigation).

If the complaint is against a particular individual, this person will have the opportunity to express their point of view, accompanied by a friend. The person making the complaint will also have this opportunity.

If the complaint is against Events Arran as a whole, the Committee must work to ensure that such discrimination is not repeated in the future, and must inform the members of how they propose to do this.

Any decision to exclude a person from the organisation due to discriminatory or harassing behaviour will be made with reference to the Events Arran constitution. The committee will support people who feel they have been harassed or discriminated against, and will not victimise or treat them less well because they have raised this.

This policy was adopted at a meeting of Events Arran on 3rd Dec 2023, and will be reviewed again in 2025

Signed:

A handwritten signature in black ink, appearing to be 'A. H.', followed by a horizontal line.

Signed:

A handwritten signature in black ink, appearing to be 'J. H.', followed by a horizontal line.

Directors of Events Arran

A handwritten signature in black ink, appearing to be 'C. A.', followed by a horizontal line.

CHRISTINA ARCHBOLD  
DIRECTOR EVENTS ARRAN

## 1. Purpose

### **Safeguarding and promoting the welfare of children and adults at risk from abuse or neglect.**

This policy defines how Events Arran operates to safeguard children, young people and adults at risk of abuse or neglect.

We have a duty of care and are committed to the protection and safety of everyone who attends our meetings or participates in activities including children, young people and adults at risk involved as visitors and/or as participants in all activities and events. We also have a duty to safeguard and support our directors, members and volunteers.

## 2. Definitions

**Children and young people** are defined as those persons aged under 18 years old. This policy will apply to all members, contractors and volunteers and will be used to support their work.

Safeguarding and promoting the welfare of children is defined as:

- protecting children from maltreatment
- preventing impairment of children's health and development
- ensuring that children grow up in circumstances consistent with the provision of safe and effective care
- taking action to enable all children to have the best outcomes.

### **Adult at risk of abuse or neglect**

For the purposes of this policy, adult at risk refers to someone over 18 years old who, according to paragraph 14.2 of the Care Act 2015:

- has care and support needs
- is experiencing, or is at risk of, abuse or neglect
- as a result of their care and support needs is unable to protect himself or herself against the abuse or neglect or the risk of it.

If someone has care and support needs but is not currently receiving care or support from a health or care service, they may still be an adult at risk.

## 3. Persons affected

- All directors, members and volunteers.
- All those attending any activity or service that is being delivered by Events Arran.
- All visitors and contractors

## 4. Policy principles

There can be no excuses for not taking all reasonable action to protect adults at risk of abuse, exploitation, radicalisation, and mistreatment. All citizens of the United Kingdom have their rights enshrined within the Human Rights Act 1998. People who are eligible to receive health and community care services may be additionally vulnerable to the violation of these rights by reason of disability, impairment, age, or illness.

Events Arran community group has a zero-tolerance approach to abuse.

Events Arran community group 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 also recognises its responsibilities for the safety and care of children under the Children Act 1989 and 2004.

Events Arran community group is committed to promoting wellbeing, harm prevention and to responding effectively if concerns are raised.

Events Arran community group is aware of the work of North Ayrshire's Health and Social Care Partnership on the development and implementation of procedures for the protection of adults vulnerable from abuse. The policy is about stopping abuse where it is happening and preventing abuse where there is a risk that it may occur.

Events Arran Committee is committed to the following principles:

- The welfare of the child, young person or adult at risk is paramount
- All children, young people and adults at risk have the right to protection from abuse
- Safeguarding is everyone's responsibility: for services to be effective each professional and organisation should play their full part; and
- All suspicions and allegations of abuse must be properly reported to the relevant internal and external authorities and dealt with swiftly and appropriately.

## 5. Procedures

- a. All members of the committee will have signed the Membership Eligibility form.
- b. All members of the committee will familiarise themselves with safeguarding responsibilities and ensure that they understand the principles set out in this policy at 3 above.
- c. All members of the committee will work together to promote a culture that enables issues about safeguarding and promoting welfare to be addressed.
- d. All members of the committee, helpers or other volunteers will not have unsupervised access to children or adults at risk unless appropriately vetted.
- e. The committee will follow safe recruitment practices.
- f. A member of the committee will be appointed to be responsible for child and adult at risk safeguarding matters. This person will have responsibility for reporting concerns that arise, as a matter of urgency, to the relevant safeguarding agency.

The named person is Jane Howe

g. All suspicions or allegations of abuse against a child or adult at risk will be taken seriously and dealt with speedily and appropriately. The appointed person will know who to contact and where to go for support and advice in relation to an allegation a concern about the quality of care or practice or a complaint. An allegation may relate to a person who works with children or adult at risk who has:

- behaved in a way that has harmed a child or adult at risk or may have harmed a child or adult at risk.
- possibly committed a criminal offence against or related to a child or adult at risk; or
- behaved towards a child or children or adult at risk in a way that indicates they may pose a risk of harm to children.

The committee will carry out an biannual review of this policy.

Gina Ballar,  
Gloria Barker,  
DIRECTOR OF EVENTS ARRAN.

9/1/2024

  
CHRISTINA ARCHIBALD  
DIRECTOR EVENTS ARRAN