

The City of Durham Council has in place **The Protection of Children, Young People and Vulnerable Adults Policy**

The key aims of this policy are:

1. To ensure that the Council's services are provided in a manner that serves to protect children, young people and vulnerable adults from harm.
2. To protect the Council, its staff, councillors and volunteers from potential allegations.
3. To ensure that the Council's staff and volunteers are carefully selected, trained and supervised while working with children and young people.
4. To ensure that the Council's staff, councillors and volunteers are familiar with the issues in relation to the protection of children, young people and vulnerable adults and receive training to enable them to be competent and confident in recognising and responding to such situations.

The aims of this policy are underpinned by the following principles:

1. The welfare of all children, young people and vulnerable adults* is paramount.
2. Anyone under the age of 18 should be considered as a young person for the purposes of this document.
3. Everyone, whatever their age, gender, culture, ability, language, religious beliefs, racial origin, and/or sexual identity should be able to enjoy the services the Council provides, safe from abuse of any kind.
4. It is the responsibility of statutory agencies in child protection to determine whether abuse has taken place, but it is **everyone's** responsibility within the Council to report concerns.
5. All suspicions and allegations of abuse will be taken seriously and responded to swiftly and appropriately.
6. Where the Council works in partnership with other service providers, their Child Protection policies should comply with this policy and procedures.
7. Individuals working with young people will be made aware of good practice in order to ensure that they are not placed in situations where allegations could be made.
8. Working in partnership with parents/ carers is essential for the protection of young people.
9. The City of Durham Council recognises the statutory responsibilities of the Social Care and Health team and the police to ensure the welfare of children and young people and is committed to complying with Local Area Child Protection Committee procedures.
10. The City of Durham Council will ensure that enhanced CRB checks are carried out for all staff involved in working with children, young people and vulnerable adults, however they are employed and whether they are paid or voluntary.

11. Training requirements for staff will be identified by managers and supervisors on appointment and will be reported to Human Resources immediately. Managers and supervisors will be responsible for the ongoing assessment of the training needs of their respective services and for reporting these requirements to Human Resources. Where a post holder's duties are changed to include a requirement for working with children, young people and vulnerable adults, this should be reported to Human Resources immediately.

* *The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 2002 defines the term "vulnerable adult" as a person aged 18 or over who has a condition of the following type:*

- i. a substantial learning or physical disability;*
- ii. a physical or mental illness or mental disorder, chronic or otherwise, including an addiction to alcohol or drugs; or*
- iii. a significant reduction in physical or mental capacity.*

The policy is currently in the process of revision, and the Gala Theatre's Director, Simon Stallworthy, is one of the 14 Key Workers within the council undergoing specific training in child protection issues, and subsequently revising this document.

If you require further information please call **Simon Stallworthy** on **0191 3324076**