

The Salvation Army - Policy Statements (Exmouth Community Larder)



General - Ethos of the Exmouth Community Larder

The motivation for the Exmouth Community Larder is Christian compassion for people who have hit hard times. Our aim is to share in a practical way what we have received. We recognise that what we have is a gift of God's grace at work in our lives and we are therefore trustees of his goodness. This view liberates us to openhearted generosity rather than a patronising sympathy for individuals who appear less fortunate.

Organisation

The Exmouth Community Larder is an initiative of Christians Together in Exmouth, operating under the auspices of the Salvation Army and therefore subject to Salvation Army policies as follows....



Confidentiality Policy Statement

The Salvation Army is committed to ensuring the best standards, practices and procedures that maintain confidentiality in relation to clients, staff and The Salvation Army, so far as is reasonably practicable. Therefore, all staff have a responsibility to take precautions to prevent a breach of confidentiality.

Client/ Staff Relationships

The Salvation Army is committed, so far as is reasonably practicable, to ensure that staff maintain professional relationships and do not develop personal relationships with clients or ex-clients.

Data Protection

The Salvation Army's policy is to fulfil its legal requirement to comply with the Data Protection Act 1998 (DPA) and with good practice that relates to dealing with manual and electronic personal information of individuals. This policy lays down the territorial framework to see that the personal information entrusted to the organisation is handled in accordance with the eight data protection principles set out in the DPA (see Appendix 2), and that the rights of the individual are respected.

Safeguarding and Protecting Adults

The Salvation Army is committed to preventing, identifying, investigating and responding to the abuse of adults so far as is reasonably practicable. Therefore, staff have a responsibility to safeguard adults, themselves, other clients and The Salvation Army, by reducing and managing risk.

Equality, Diversity and Human Rights

The Salvation Army declares that it is our continued intention to ensure that recruitment, selection, training, consideration for promotion and general treatment for those who apply for employment/engagement as a volunteer and who are employed/volunteer for and within our organisation, are available to all without discrimination, and to ensure that no one is disadvantaged in any of these matters by

Further information on how these policies are implemented are available on request



conditions or requirements that cannot be shown to be justifiable. However, as a Christian organisation, a commitment to the Christian faith and on some occasions membership of The Salvation Army will be required when the nature of the role demands it. The Salvation Army reserves the right to appoint commissioned officers as well as envoys to vacant posts.

Equally, we will seek to ensure that all services provided by The Salvation Army are available and accessible to clients without undue discrimination.

We seek to ensure that abuse and harassment does not occur in the work place and will take steps to resolve any potential areas of difficulty. It is also our intention to take positive action to ensure equality of opportunity and of treatment on the matters specified above in dealings with others outside our organisation and generally throughout our sphere of influence, in so far as it lies within our power. This overall policy is underpinned by a range of other policies.

Smoking

Our intention is that smoking be discouraged throughout our programmes. In most cases achieving this aim is simple, because of our long-standing ethical position in this matter and because smoking in public has become much more unacceptable to the general public. We recognise that sometimes we deal with vulnerable people whom we are trying to assist and whom we do not want to push away from our care, because of an insensitive position in this matter. However, nothing in the new law obliges an employer or an individual manager of premises to permit smoking or to provide a smoking area.

To clarify this further the following guidance is given regarding specific programme areas:

5.1 Employees and Volunteers

Employees of The Salvation Army and volunteers assisting the mission should not smoke whilst at work indoors in Salvation Army buildings. The United Kingdom Territory with the Republic of Ireland has issued a Smoking Policy on the subject for employees and volunteers and this is available on the UKT intranet.

5.2 Corps Programmes

Smoking inside corps buildings is not permitted. Where certain rooms are used for functions or are hired out to third parties, it is a condition of the licence that smoking will not be permitted. It is not possible to designate an indoor smoking room in a corps building.

Volunteering

The Salvation Army recognises the valuable and integral role played by volunteers (including members who volunteer) in our mission and is committed to developing volunteering.

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