



Safeguarding Policy

Statement

All children, young people and vulnerable adults are to be respected; they have a moral and legal right to be protected from abuse, harm and exploitation.

Scope

St Michael's Players has a responsibility for the wellbeing and safety for all its members and players. The occasional involvement in productions of children, young people or vulnerable adults requires a safeguarding policy to be in place that all its members should be familiar with and have access to.

Commitment

Central to this safeguarding policy are the procedures for reporting concerns and incidents, and recording this information.

For each production where there is a child, young person or vulnerable adult rehearsing and performing, St Michael's Players management will identify at the start a suitable (ideally DBS-checked) knowledgeable individual – the 'responsible person' – from amongst the cast or crew who will be made known to the vulnerable adult or child, whom they can contact in the event of an incident. Nonetheless, **all** members remain responsible for ensuring that the guidelines laid out in the attached document are followed.

A record will be kept of all adults involved that have seen the Safeguarding Policy, and they should sign a copy to show that they have read and understood it.

Definition

Identifying harm, abuse or neglect, and the different forms they may take is difficult and wide-ranging. Appendix 1 gives a definition of abuse and other unacceptable behaviour.

DBS checks

A young person voluntarily performing in a drama production is not considered a 'Regulated Activity relating to Adults or Children' so there is no specific legal requirement for a DBS check.

Attachments

Appendix 1 Definition and guidelines

Appendix 2 Specific instructions pertaining to SMP



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APPENDIX 1

Definition and guidelines

Abuse

Abuse can be physical, emotional, psychological, sexual, financial, material or organisational e.g. subjecting an individual to name-calling, sarcasm, persistent teasing, ridicule, humiliation or other inappropriate ways of addressing people.

Abuse can also take the form of the persuasion, inducement, enticement, or coercion of the young person to engage in any activity they feel uncomfortable with.

A playful hug solicited or unsolicited may be uncomfortable for the young person.

Accordingly, adult members of the players should refrain from any touching as they are in a position of respect and authority and a young person will feel uncomfortable and in a difficult position to decline.

Guidelines

<u>Don't</u>	<u>Do</u>
<p>Adult members of the players should not involve themselves with any of the following activities with a vulnerable person on an unsupervised basis-</p> <ul style="list-style-type: none"> • teaching, • training, • instructing, • supervising, • providing advice or guidance on well-being, • or driving them in a vehicle 	<p>Being in a public place such as a hall with others will present less potential for inappropriate or misunderstood behaviour than one occurring in an isolated location.</p>
<p>Adult members of the players shall not allow the young person to change in the adult changing room or be present when adult members are changing.</p>	<p>Working with the young person alongside another adult can help avoid mistakes, misunderstandings and inappropriate behaviour happening or being alleged to have happened.</p>
<p>Adult members of the players should never consider that any actions or any discussions undertaken with the young person should need to be kept 'secret'.</p>	

In the event of alleged or suspected incident or concerns raised about the welfare of a vulnerable person the 'responsible person' should:



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- Listen to, take seriously and believe the reporter of the suspected incident
- Assure that the young person is no longer exposed to the possibility of harm
- Inform their parent/ guardian
- Record the suspected allegations or incident, by way of a comprehensive statement taken from the 'reporter', the young person and all others involved and around at the time. This should be kept electronically, securely and confidentially by the appropriate named supervisory adult or an independent member of the committee.

In the event of an actual concern or incident reported by the young person the 'responsible person' should :-

- Listen to, take seriously and believe them
- Remove them from harm
- Inform their parent/ guardian
- Record the incident, by way of a comprehensive statement taken from the young person and all others involved and around at the time. This should be kept electronically, securely and confidentially by the appropriate named supervisory adult or an independent member of the committee.

Please read this website with Dos and Don'ts.

<http://www3.hants.gov.uk/hl-safeguarding-guidance-for-centres-march-2012.pdf>

The NSPCC

Our helpline service [08088005000](tel:08088005000) provides:

support for adults who are worried about a child, advice for parents and carers
consultations with professionals who encounter abused children

email us help@nspcc.org.uk

Provide as much information as you can about the child and the concerns you have, we will aim to respond within 72 hours.

CHILDLINE <https://www.childline.org.uk/> Call 0800 1111



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APPENDIX 2

Specific instructions pertaining to St Michaels Players

In the event of an incident:

- Immediately remove the child from the situation
- The responsible person should inform the parent first, either by phone or when the parent comes to collect the child
- Agree the next step with the parent; it is for the parent to decide whether a quiet word with the offending individual will suffice or whether further action should be taken, eg. the removal of the individual or a report to the police.
- Make a full record.
- Inform the committee, which will arrange to complete a fact-finding exercise.
- A representative of the committee, with the responsible adult, will share the findings with the parent.