



SAFEGUARDING POLICY

Policy Statement

The Tower Theatre is fully committed to safeguarding the welfare of all children, young people and vulnerable adults. It recognises its responsibility to take all reasonable steps to promote best practice and to protect the welfare of staff, theatre members and visiting public from harm, physical, sexual or emotional abuse and exploitation.

Children and young people are defined as under the age of 18. We also acknowledge our responsibilities in respect of adult members or visitors who might be deemed to be 'at risk' because they are 'vulnerable'. (A *Vulnerable Adult* is defined in accordance with *The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 2002* 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 Tower Theatre will encourage the development of an ethos that embraces difference and diversity and respects the rights of all children, young people and adults, regardless of age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity.

The Tower Theatre acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Responsibilities

The Management Committee will -

- Develop best practice in relation to providing a safe and secure environment for children, staff, members and visitors and promote a climate where children and adults will feel confident about sharing any concerns which they may have about their own safety or the well-being of others.
- Ensure that members working with children and vulnerable adults understand their legal and moral obligations to protect them from harm, abuse and exploitation.
- Ensure that members understand their responsibility to work to the principles detailed in the theatre's Child Safeguarding Policy and procedures.
- Provide opportunities for members to develop their skills and knowledge in relation to the care and protection of children/young people and vulnerable adults.
- Ensure that the designated Safeguarding Officer understands his/her responsibility to refer any concerns to the statutory agencies (i.e. the Police and/or Social Care)
- Keep parents/carers informed and make Child Safeguarding procedures available to them.
- Ensure that written permission is received from parents/carers for their children to engage in theatre activities and that relevant information is provided in relation to their specific needs (E.g. social, medical, educational needs)
- Ensure that members who are in positions of trust in respect of children and young people, are aware of the law relating to sexual activity with under 18's.
- Endeavour to keep up-to-date with national developments relating to the care and protection of children, young people and vulnerable adults.
- Ensure that members understand their obligations to report care or protection concerns about a child/young person/vulnerable adult, or a members' conduct towards them, to the theatre's designated person for Safeguarding.
- Take seriously any allegation or suspicion of abuse, and deal with it appropriately following agreed procedures.
- Ensure that all procedures relating to the conduct of members are implemented in a consistent and equitable manner.
- Review and update Safeguarding policies and procedures annually.

The Designated Person for Safeguarding is:



Working with children/young people and vulnerable adults

Particular vigilance will be exercised in respect of children/young people and vulnerable adults, who could be vulnerable by virtue of disability, special educational needs, homelessness, refugee/asylum seeker status, the effects previous abuse, being young carers and those who are in the care system.

Children/young people

See Appendix below for Child Safeguarding Policy

Vulnerable adults

Harm to vulnerable adults includes -

- Discriminatory abuse: such as racist, sexist, disability related.
- Situational abuse: arising when pressures have built up and/or because of difficult or challenging behaviour
- Emotional/Psychological abuse: arising through the action, or inaction, of others that causes distress or mental anguish, including mocking, coercion, denial of privacy, bullying, demeaning, intimidating, harassing, threatening harm, humiliating, slurs, excessive or unwanted familiarity, shouting, swearing, name-calling, being disrespectful, making e.g. racist, sexist or sarcastic comments.
- Financial abuse: usually associated with the misuse of money, valuables, theft, fraud, exploitation
- Physical abuse: any physical contact that results in discomfort, pain or injury; hitting, slapping, pushing, shaking
- Sexual abuse: ranging from inappropriate touching to coercion or force to take part in sexual acts

All members are in a position of trust and must ensure that the relationships they form with children/young people and vulnerable adults are appropriate.

All members are responsible for adhering to the Safeguarding Policy and should act upon any concern no matter how small or trivial it may seem; reporting instances of actual or suspected abuse to the Designated Person(s) with responsibility for Safeguarding.

Appendix: Child Safeguarding Policy

Based on the Bromley Little Theatre Safeguarding Policy & Co-Op UK Handling Safeguarding Issues

Written:

September 2019

Reviewed by:

Next Review: