

● Safeguarding Policy

Background Information on The West Yorkshire Savoyards Safeguarding Policy

Legal Context

The law requires any organisation involving young people and/or vulnerable adults to take all reasonable measures to ensure that the risk of harm to their welfare are minimised, and where there are concerns, to share them with other local agencies. The relevant legal requirements arise from:

The West Yorkshire Savoyards recognise that it is not the role of our organisation to decide whether or not a child or vulnerable adult has been abused. This is the role of the Social Services department who have legal responsibility or the NSPCC who have powers to investigate child protection concerns under the Children Act. However we are committed to undertaking responsibility within our remit.

Who are Children or Vulnerable Adults?

In this context anyone up to the age of 19 is classified as a child; anyone over 18 years of age who is or who may be unable to take care of themselves, or unable to protect themselves against significant harm or exploitation, is classified as a vulnerable adult.

The West Yorkshire Savoyards current contact with children and young people typically falls into the following categories:

- A small number of young people (16 to 18 years old) become members of the Savoyards along with their parents.
- Children and young people form a small part of the audience at public performances.

How The West Yorkshire Savoyards operates

The West Yorkshire Savoyards is composed of members. It is administered by a Management Committee composed of Officers and Committee Members. Rehearsals are run by our self-employed Producer, Musical Director and a professional accompanist. The Savoyards organise concerts and theatrical performances. It is a Charity, number 1172580

The Savoyards do not advertise as an activity suitable for young people or vulnerable adults. As specific regulations apply to school aged children in theatrical performances we do not grant membership to young people under 16. Most members are independent adults. It is rarely that a vulnerable adult joins, rehearses and performs with us. There are no employed staff or volunteers who are charged with the care of others.

Rehearsals and performances are group activities, and there is no need for a member of the group to be alone with another member of any age. The organisation is therefore unlikely to be targeted by a person seeking opportunities to abuse young people or vulnerable adults. Nonetheless the Management Committee recognise the need to safeguard the welfare of any young and vulnerable people with whom we may work or come into contact.

This policy applies to employees, members, volunteers and all others invited to perform or work with the Savoyards.

The Savoyards believe that:

- The welfare of the child and vulnerable adult is paramount.

- All children and vulnerable adults whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately.
- All members and employees of the society should be clear on how to respond appropriately.

The Savoyards will endeavour to ensure that:

- All young people and vulnerable adults will be treated equally and with respect and dignity.
- The duty of care to young people and vulnerable adults will always be put first.
- A balanced relationship based on mutual trust will be built which empowers young people and vulnerable adults to share in the decision-making process.
- Enthusiastic and constructive feedback will be given rather than negative criticism.
- Bullying will not be accepted or condoned.
- All adult members of the society provide a positive role model for dealing with other people.
- Action will be taken to stop any inappropriate verbal or physical behaviour.
- It will keep up-to-date with health & safety legislation

Children in audiences

It is the responsibility of the parent, guardian or carer to ensure that their child/vulnerable adult is supervised at all times. If a parent/guardian/carer is not personally attending an event with their child/vulnerable adult, this policy requires them to be satisfied that their child/vulnerable adult will be accompanied and adequately supervised by a responsible adult acting on their behalf at all times.

Measures for implementation of this policy

A copy of this policy is available on the West Yorkshire Savoyards website and we draw it to the attention of members at the beginning of each season. A copy will be sent to each parent/guardian/carer upon request.

The West Yorkshire Savoyards has nominated a Designated Person, who will be identified as the principal person a young person or vulnerable adult should turn to if they have any concerns or queries. Contact details for the named person are given on the website.

Members or anyone with concerns should report to the Designated Person (or in their absence the Chairman or Vice Chairman of the Management Committee), who will take action as described in the 'Approach to be taken in event' section below and:

- Obtain and record information from the person expressing the concern;

Assess the information quickly and carefully and ask for further clarification as appropriate;

- Seek medical attention if necessary and or make a referral to a statutory agency or the police without delay depending on the particular circumstances;
- If in any doubt as to what to do, seek advice from Social Services;
- Maintain confidentiality as far as possible subject to the principle of the welfare of the child/vulnerable adult being paramount which means that information may have to be shared (but only with people who need to know about it).
- A permanent confidential record will be kept of the report by the Secretary.
- The policy and procedures will be brought to the attention of members at each AGM and reviewed annually at the first Committee meeting following the AGM.

Approach to be taken in event of a complaint

The West Yorkshire Savoyards notes the importance of being alert to signals of abuse and to the difficulty individuals may have in reporting it. To assist in responding appropriately to a complaint, we offer the following strategy for anyone who is made aware of an issue:

- Listen carefully.
- Reassure the person involved that this matter will be disclosed only to those who need to know about it and that they are doing the right thing in telling you.
- Avoid leading questions or closed questions.
- Write down what has been said, with date and time and any names mentioned.
- Tell the child/person what you are going to do next (in the first instance, report the matter to the Designated Person for safeguarding)

Signed by the Chairman on behalf of the Committee.

JHG Carter

Date: 1.11.2020

List of contacts:

1. The Designated Person is Dot Haken (dothaken@aol.com)
2. The Chairman is John Carter (jhgcarter@aol.com)
3. The Vice Chairman is Tony Armitage
4. Reports of suspicions or allegations of abuse or a serious incident are to be sent to the appropriate contact as soon as possible,
North Yorkshire Social Services