

Bicester Concert Band Safeguarding Policy

This policy applies to all members of the Bicester Concert Band, Committee, Trustees, Players, Volunteers, Guardians, or anyone working on behalf of The Band. It recognises that we all have a responsibility to our approach.

1 Principles

- safeguard the welfare and well-being of the children, young people and vulnerable adults within our membership.
- provide a safe environment where children, young people and vulnerable adults are safe and listened to.
- believe that children, young people and vulnerable adults should never experience abuse of any kind.

2 Purpose

- protect children, young people and vulnerable adults.
- provide employees, volunteers and players with the overarching principles that guide our approach to child protection and demonstrates our commitment to practice that protects them.

3 Safeguarding responsibilities towards children

- Welfare of the child is paramount, as enshrined in the Children Act (1989);
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

4 Safeguarding responsibilities towards adult members

- The principles outlined above in relation to children, also apply to our work with adults.
- In terms of a legal framework, the arrangements for those over 18 are governed by the Care Act 2014. This Act stipulates that statutory safeguarding duties apply to an adult who:
 - has care and support needs.
 - is experiencing, or at risk of, abuse or neglect.
 - as a result of care and support needs, is unable to protect themselves from either the risk of, or the experience of, abuse or neglect.

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5 Managing Safeguarding

- Having clear policies and procedures from the point of interest in the band to becoming a fully paid-up member of the band. (Membership Booklet)
- Valuing, listening to and respecting all members and associates, ensuring that, in the case of adults, we work with their consent unless 'vital interests' [as defined in the Data Protection Act (1998)] are at stake, or the person has been assessed as lacking mental capacity [as defined in the Mental Capacity Act (2005)]
- Adopting child protection and adult safeguarding practices through procedures and a Code of conduct for members and volunteers
- Developing and implementing an effective e-safety policy and related procedures
- Providing effective support and training for volunteers with responsibility
- sharing information about child protection and adult safeguarding with children, parents, volunteers and members
- Sharing concerns with agencies, who need to know, and involving parents and children appropriately.
- Clear signposting of who to go to in event of concerns.

6 Appropriate Behaviour

- Treat other band members, including children and young people, with respect and dignity.
- Encourage and support children and young people in the band but avoid having (or being perceived to have) 'favourites'.
- In general, avoid being alone with children and young people under 18 who are band members, unless you are their parent or carer.
- If it is necessary to be alone with a child or young person:
 - Make sure another adult knows where you are and approximately how long you will be.
 - Invite the child or young adult to bring a friend.
 - Leave the door open of the room you are in.
 - Move into the centre of the room so you are in plain view.
- Avoid physical contact with children and young people in the band unless it is necessary for a particular activity or if the person in question or someone at risk from them has been or is about to be injured.
- If physical contact cannot be avoided, seek permission of the child or young person wherever possible and ensure they are comfortable with what you are going to do.
- If a child or young person talks to you about something confidential, ensure that they understand that you will not share the information without their consent except in specific circumstances relating to child protection or safeguarding.
- If you are told or see something regarding a child or young person that causes you to have a safeguarding concern, follow the band safeguarding procedures and contact the Welfare Officer as soon as possible.
- Outside band activities, try to avoid contacting children or young people who are band members unless this is via their parents and part of a family friendship.
- Do not give your personal telephone number or email address to children or young people in the band.

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- Do not develop individual friendships with children and young people in the band except as part of a family friendship.
- Be mindful of your use of language during band activities, especially when children and young people are around.
- Adults should not offer lifts to under 18's within the band to get them to band gigs.

7 Inappropriate Behaviour

This list is not exhaustive, but would include:

- Hitting or striking another child or adult.
- Safeguarding responsibilities towards adult members.
- Verbally abusing (including shouting or swearing) another person
- Deliberately humiliating or undermining another person.
- Inappropriate intimate touching, sexual conversations - or use of sexual innuendo - with a child or young person, or in the presence of a child or young person.
- Developing, or implying, sexual relationships with children and young people in the band.
- Encouraging, or knowingly being involved in, another band member committing a crime.
- Taking or being under the influence of illegal substances or being intoxicated during band activities.
- Using digital technology to groom a child or adult or to abuse them in any way.
- Creating, sharing or downloading abusive images of children or adults.
- Bringing the band into disrepute through inappropriate use of social media.