



Overall Safeguarding Policy

This policy applies to all members, the orchestra committee, paid conductors, volunteers, students or anyone working on behalf of the Royal Sutton Coldfield Orchestra (incorporating the RSCO Youth Orchestra and RSCO Orchestra).

The purpose of this policy:

- To protect children, young people and adults who receive The Royal Sutton Coldfield Orchestra's services. This includes the children of adults who use our services
- To provide guidance to all with the overarching principles that guide our approach to safeguarding

The Royal Sutton Coldfield Orchestra believes that a child, young person or adult should never experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and adults and to keep them safe. We are committed to practice in a way that protects them.

We recognise that it is not the role of our organisation to decide whether a child or vulnerable adult has been abused or not. This is the role of our local Social Services department who has the legal responsibility and powers to investigate disclosures of any kind.

We are an organisation who welcomes anyone of any age over 6 years. For the Royal Sutton Coldfield Orchestra players are usually grade 8 standard. For the RSCO Youth Orchestra ability ranges from Grade 1-2 standard, up to grade 5, and parts can be adapted to suit the player. This means we have many children and some vulnerable adults within our orchestras. We recognize that with a large membership, we may be targeted by a person seeking to gain access to children and/or vulnerable adults for unlawful reasons. We take this risk very seriously.

We follow the guidance and procedures issued by Birmingham Safeguarding Adults and Children Boards in Birmingham. They can be found here:

Adult: <http://www.bsab.org/publications/policy-procedures-and-guidance/>

Child: <http://www.proceduresonline.com/birmingham/scb/>

Legal framework

This policy has been drawn up on the basis of law and guidance that seeks to protect adults and children, namely:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Protection of Freedoms Act 2012
- Relevant government guidance on safeguarding children
- Equal Opportunities Act
- No Secrets: guidance on developing and implementing multi-agency policies and procedures to protect vulnerable adults from abuse 2000

We recognise that:

- The welfare of the child is paramount, as enshrined in the Children Act 1989. We define a child as a person who has not reached their 18th birthday.
- All children and adults, 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 adult and children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- Some adults cannot take steps to care for themselves or protect themselves from harm or exploitation. This may be a consequence of physical and mental health status e.g. visually impaired, limited mental capacity, chronic disease. Our role is to promote welfare in our orchestras and avoid ill treatment, impairment and avoidable deterioration as a consequence of their participation in orchestral life with The Royal Sutton Coldfield Orchestra.
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

We will seek to keep children, young people and vulnerable adults safe by:

- Valuing them, listening to and respecting them (Overall Safeguarding Policy; Equality Policy)
- Adopting child protection practices through procedures and a code of conduct for staff, contractors and volunteers (Overall Safeguarding Policy; Child Collection Policy; Bullying and Harassment Policy; Electronic Communications Policy (incorporating Social Media, Photography, Mobile Phone and Online Rehearsals).)
- Developing and implementing an effective e-safety policy and related procedures, to include online rehearsals (Electronic Communications Policy (incorporating Social Media, Photography, Mobile Phone and Online Rehearsals))
- Providing effective management for volunteers through supervision, support and training (Chaperone Policy)
- Ensuring all necessary checks are made of Chaperones and designated officers via enhanced DBS checks
- Sharing information about child protection and good practice with children, parents, staff and volunteers (Overall Safeguarding Policy)
- Sharing concerns with agencies who need to know, and involving parents and children appropriately (Overall Safeguarding Policy)
- Recording all disclosures and incidents (Overall Safeguarding Policy)
- Responding to reports of bullying, cyber bullying and harassment (Bullying and Harassment Policy)

Disclosures and Incidents (including accidents)

- Any disclosure made by a child, young person or adult should be reported immediately to the Safeguarding Lead who will then follow the current procedures as outlined by Birmingham Local Safeguarding Board
- All incidents (including accidents) to be recorded in a book held by the Safeguarding Lead. Any member can advise of an incident. Safeguarding Lead will take advice from the Duty Social Work Team regarding further action
- Parents/guardians/carers will be advised of any accident occurring, or incident arising, during the course of a rehearsal or performance

Upon joining The Royal Sutton Coldfield Orchestra, members will be made aware of our commitment to Safeguarding and a copy of any policy will be made available upon request. We have a Designated committee member with special responsibility for Safeguarding.

A handwritten signature in black ink that reads "John Vickers". The signature is written in a cursive style and includes a long horizontal flourish at the end.

John Vickers
Chairman

Signed on behalf of the RSCO Orchestra.

This policy was last reviewed on 9th July 2020 and will be reviewed annually.