

SAFEGUARDING POLICY

(Children and Vulnerable Adults)

The Leeds Gilbert and Sullivan Society is an amateur operatic society and recognises its duty of care under law.

The society recognizes that abuse can take many forms, whether it be physical abuse, emotional abuse, sexual abuse or neglect. The society is committed to practice which protects children and vulnerable adults from harm. All members of the society accept and recognize their responsibilities to develop awareness of the issues which cause children and vulnerable adults harm.

The society believes 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 society will endeavour to ensure that:

- All children and vulnerable adults will be treated equally and with respect and dignity.
- The duty of care to children and vulnerable adults will always be put first.
- A balanced relationship based on mutual trust will be built which empowers children 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.

- It will keep informed of changes in legislation and policies for the protection of children.
- It will undertake relevant development and training.
- It will hold a register of every child involved with the society and will retain a contact name and number close at hand in case of emergencies.

The society has child and vulnerable adult safeguarding procedures which accompany this policy. This policy should also be read in conjunction with the society's Health & Safety Policy.

Definition of Child:

A child is defined as anyone up to the age of 18 years. The specific regulations relating to children in theatrical performances apply up to the age of 16.

Definition of a Vulnerable Adult:

Any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation is permanently or for the time being unable to take care of her or himself, or to protect her or himself from significant harm or exploitation.

The society has a dedicated Safeguarding Officer, who is in charge of ensuring that the safeguarding policy and procedures are adhered to. That person's name is:

Heather Pennwood

This policy will be regularly monitored by the Executive Committee of the society and will be subject to annual review.

Date: 30.03.2019