

Orange Tree Theatre
Safeguarding Policy



This policy applies to all staff, including senior managers and the board of trustees, paid staff, freelancers, volunteers, students or anyone working on behalf of the Orange Tree Theatre (the Theatre).

The purpose of this policy:

- To protect children, young people, and vulnerable adults who receive the Theatre's services;
- To provide staff, freelancers, and volunteers with the overarching principles that guide our approach to safeguarding and child protection;

The Orange Tree Theatre believes that a child, young person or vulnerable adults should never experience abuse of any kind. We have a responsibility to promote the welfare of all children, young people and vulnerable adults and to keep them safe. We are committed to practise in a way that protects them.

Legal framework

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

- Children Act 1989
- United Convention of the Right of the Child 1991
- Data Protection Act 1998
- Human Rights Act 1998
- Sexual Offences Act 2003
- Children Act 2004
- Safeguarding Vulnerable Groups Act 2006
- Protection of Freedoms Act 2012
- Children and Families Act 2014
- Special educational needs and disability (SEND) code of practice: 0 – 25 years – Statutory guidance for organisations which work with and support children and young people who have special educational needs or disabilities; HM Government 2014
- Information sharing: Advice for practitioners providing safeguarding services to children, young people, parents and carers; HM Government 2015
- Working together to safeguard children: a guide to inter-agency working to safeguard and promote the welfare of children; HM Government 2015

This policy should be read alongside our policies and procedures on:

- Code of Conduct for working with Youth Theatre and Young Company
- Procedure for reporting suspected or alleged abuse
- Procedure for recording and storing information

- Procedures for dealing with any suspicions regarding employees/freelancers working at the Orange Tree Theatre
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- Also suggested by the NSPCC
- Recruitment policy
- Dealing with disclosures about a child or young person
- Managing allegations against staff and volunteers
- Safer recruitment
- E-safety
- Anti-bullying
- Complaints
- Whistleblowing
- Health and safety
- Training, supervision, and support
- Lone working policy and procedure
- Quality Assurance

We recognise that:

- The 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

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

- valuing them, listening to and respecting them
- appointing a Designated Safeguarding Officer (DSO) for children and young people, a deputy and a lead board member for safeguarding
- adopting child protection and safeguarding practices through procedures and a code of conduct for staff and volunteers
- developing and implementing an effective e-safety policy and related procedures
- providing effective management for staff and volunteers through supervision, support, training and quality assurance measures
- recruiting staff and volunteers safely, ensuring all necessary checks are made
- recording and storing information professionally and securely, and sharing information about safeguarding and good practice with children, their families, staff and volunteers
- using our safeguarding procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately

- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

Contact details

Designated Safeguarding Officer (DSO)

Name Sarah Nicholson

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Deputy DSO

Name Imogen Bond

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Senior lead for safeguarding

Name

Phone/email

CEOP

www.ceop.police.uk

NSPCC Helpline

0808 800 5000

We are committed to reviewing our policy and good practise annually.

This policy was last reviewed Feb 2018

Signed: