



## Wetherby Choral Society (WCS): Safeguarding Policy

This Safeguarding Policy applies to Wetherby Choral Society (WCS) Committee (including Trustees) all Society members, volunteers and all others invited to perform or work with WCS.

Wetherby Choral Society is committed to ensuring that all children, young people and vulnerable adults have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity. WCS is committed to anti-discriminatory practice and explicitly recognises the additional needs of children, young people and vulnerable adults from minority ethnic groups and the disabled and the barriers they may face, especially around communication.

The law requires any organisation involving children, young people or vulnerable adults to take all reasonable measures to ensure that the risk of harm to vulnerable adults' and children's welfare is minimised, and where there are concerns, to share them with other local agencies.

As a matter of good practice WCS has developed this policy to provide:

- protection for children, young people and vulnerable adults with whom WCS has contact (including the children or relatives of adults who use our services)
- guidance to ensure that the risk of harm to children, young people and vulnerable adults is minimised
- guidance for responding to a child or vulnerable adult making an allegation of abuse
- guidance on procedures that should be adopted in the event that any adult suspects a child, young person or vulnerable adult may be experiencing, or be at risk of experiencing harm.

**WCS recognises that it is not the role of our organisation to decide whether a child, young person or vulnerable adult has been abused or not.** This is the role of the Social Services department which has the legal responsibility, the Police, and the NSPCC who have powers to investigate child protection concerns under the Children's Act.

In developing this policy, WCS has taken input from the national amateur music performance association Making Music, together with The Charity Commission's 'Strategy for Dealing with Safeguarding Children and Vulnerable Adults Issues in Charities'.

### **Who are Children or Vulnerable Adults?**

In this context anyone up to the age of 18 is a child. A vulnerable adult is defined in the Care Act 2014 as someone over 18 years old who has care and support needs, is experiencing or at risk of abuse or neglect as a result of their care and support needs or is unable to protect himself or herself against the abuse or neglect or the risk of it.



## **How Wetherby Choral Society operates**

WCS is a registered charity of amateur choral singers managed by a committee of volunteers elected at the annual general meeting or co-opted as necessary. Its Committee is made up of Trustees, The Musical Director and Choral Accompanist. To carry out its charitable objects it presents a number of concerts a year sometimes performing with orchestral groups, professional soloists and other choirs. Rehearsals are run by our self-employed Musical Director or a substitute on occasion, with an accompanist. They attend weekly rehearsals with members in term time in order to prepare for the concerts. There are no employed staff or volunteers in the conventional sense. From time to time WCS organises other events such as choral workshops and social events.

WCS does not advertise itself as an activity suitable for children, young people or vulnerable adults. Most choir members are independent adults and generally there are no young people (under 18) out of a membership of 100 plus who rehearse and perform with the choir. WCS is therefore unlikely to be targeted by a person seeking opportunities to abuse children or vulnerable adults. Nevertheless, WCS recognises its responsibility to safeguard the welfare of children and vulnerable adults with whom it works and comes into contact, and the need to be alert to members who may become 'vulnerable' due to physical or mental 'deterioration'.

The Safeguarding Policy will be published on its website [www.wetherbychoral.org.uk](http://www.wetherbychoral.org.uk), and drawn to the attention of members at the beginning of each year.

## **Guidelines**

**Membership** - Should any child or close relative (under 18) of a member of WCS participate in choral works with WCS the member must act as a responsible adult. Should any other child/young person participate in any WCS activities they must be accompanied by a parent or other responsible adult who remains responsible for them throughout rehearsals and performances.

**Joint concerts with schools** - WCS will make appropriate joint working arrangements to ensure that school groups will always be in the care of their teachers and helpers and/or parents who will bear responsibility for their welfare at all times. This does not detract from the choir's general responsibility to provide a safe environment for joint activities and the principles of this safeguarding policy still apply.

**Audiences and Social Events** - WCS is aware that children and vulnerable adults may attend their concerts as members of the audience, or attend social functions hosted by WCS. It is the responsibility of the parent, guardian or carer to ensure adequate supervision.

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



**Privacy** - Parents and guardians should be aware that photography, audio and video recording is undertaken from time to time at concerts and rehearsals. The images and recordings are used both online and offline, including on the web. They provide valuable tools to promote the work of the choir to a wider audience and form part of the historical record of our work.

**Abuse** - WCS endeavours by the implementation of this safeguarding policy to protect and minimise the risks of abuse of children, young people and vulnerable adults. The term child abuse is used to describe a range of ways that people harm children. Abuse of adults can happen anywhere. It can happen at home, in a residential or nursing home, in a hospital, at work or in the street. There are four main categories of abuse namely physical, sexual, emotional abuse and neglect.

### **How to report a serious incident in your charity**

Guidance on how to both spot and report serious incidents are provided on the GOV.UK website, and helpful advice is provided using the following link [www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity](http://www.gov.uk/guidance/how-to-report-a-serious-incident-in-your-charity)

### **Measure for implementation of this policy**

- The WCS committee have nominated a Designated Person in respect of Safeguarding, and this is to be reviewed at each AGM. The Designated Person, who will be DBS checked, will be identified to children and vulnerable adults as the principal person they should turn to if they have any concerns or queries. Contact details for the Designated Person are given on the website
- Any concerns regarding either a child, a choir member or other adult must immediately be reported to the Designated Person (or, in their absence, to the Chair of the Committee).

Adopted at a committee meeting on

Signed by the Chair on behalf of the Committee of Wetherby Choral Society:

G E Reed

Date: 10 January 2020

A handwritten signature in black ink, appearing to be 'G E Reed', written over a horizontal line.

**Designated Person for Safeguarding: Heather Marsh (tel.no. 01937 584048)**