



Northern Broadsides

NORTHERN BROADSIDES SAFEGUARDING POLICY STATEMENT

(October 2023)

Designated Safeguarding Officer: Ruth Cooke, Executive Director & Joint CEO

This policy and the procedures set out in our Safeguarding Procedures apply to all staff, including directors, associates, freelancers, volunteers and session workers, student interns or anyone working on behalf of Northern Broadsides (NB).

The purpose of this policy:

- To protect children, young people and vulnerable adults who receive Northern Broadsides' services. This includes the children of adults who use our services.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding and child protection.

As a provider of activities and events for children, young people and vulnerable adults, NB believes that it is always unacceptable for a child, young person or vulnerable adult to experience abuse of any kind and recognises its responsibility to safeguard the welfare of all children, young people and vulnerable adults by a commitment to practise in a way that that protects them.

This policy update has been written to enable all those concerned with our activities (directors, staff, associates, freelance education workers, volunteers) to understand the environment in which we deliver our activities and to assist children, young people, vulnerable adults, their parents, guardians and carers to understand what we mean by Safeguarding and Child Protection. In sharing this knowledge and ensuring that all those involved in the delivery of NB activities understand it, we form a partnership that will assist us in ensuring that the environment we work in is as safe as is reasonably practicable.

LEGAL FRAMEWORK

Our safeguarding policy and the accompanying procedures are underpinned by the following legislation:

The Children Act 1989

United Convention of the Rights of the Child 1991

Data Protection Act 1998 and General Data Protection Regulations May 2018

Human Rights Act 1998

Sexual Offences Act 2003

The Children Act 2004

Safeguarding Vulnerable Groups Act 2006

Protection of Freedoms Act 2012

Children and Families Act 2015

Working Together to Safeguard Children 2015

Criminal Justice and Court Services Act 2000

Rehabilitation of Offenders Act 1974

PRINCIPLES

We recognise that:

- The welfare of children and young people is paramount, as enshrined in the Children Act 1989.
- All children, young people and vulnerable adults regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have the 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.
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately.
- All suspicions of on-line bullying or references to abuse on social media sites should be taken seriously and responded to swiftly and appropriately.
- Staff and artists should be clear on how to respond appropriately.
- A protective culture puts children's and vulnerable adults' interests first. They must feel confident that if they have concerns someone will listen and take them seriously.

NB recognises that working in partnership with children, young people, vulnerable adults, their parents, carers and other agencies is essential in promoting safe welfare

THE ENVIRONMENT WE WORK IN

NB projects, workshops and events can take place in either a formal or informal, educational or non-educational setting. All activities take place in venues that provide a safe and open environment for children, young people and vulnerable adults. Appropriate risk assessments are carried out in the planning stage of each activity and risks monitored throughout the activity's duration.

WE KEEP CHILDREN, YOUNG PEOPLE & VULNERABLE ADULTS SAFE BY:

- Valuing them, listening to and respecting them.
- Adopting child protection and safeguarding practices through procedures and a code of conduct for all staff, freelancers and volunteers.
- Providing effective management for staff, freelancers and volunteers through supervision, support, training, risk assessment and quality assurance measures.

- Recruiting staff, freelancers and volunteers safely, ensuring all necessary checks are made.
- Recording and storing information professionally and securely.
- 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.
- Using our procedures to manage any allegations against staff, freelancers and volunteers appropriately.
- Ensuring that we provide a safe physical environment for our children, young people, vulnerable adults, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

PERSONNEL

All staff, freelancers, associates and those working for NB to deliver work defined as regulated activity in the Safeguarding Vulnerable Groups Act 20061 hold an enhanced DBS Disclosure, Disclosure Scotland or Access NI.

All staff, freelancers, associates and volunteers will be shown our policy, Safeguarding procedures and our Code of Conduct and asked to agree to adhere to the guidelines laid out within them.

All NB activities will be supported by an appropriate number of artists and support staff to ensure adequate supervision and support for the children, young people and vulnerable adults we work with.

SIGNATURE & REVIEW



Ruth Cooke, Executive Director & Joint CEO

This policy and the accompanying procedures and code of conduct will be reviewed annually by the Board of Directors.

Date for next review: October 2024

VERSION CONTROL

Version Number	Changed By	Changes Made	Date Modified	Next Review Date
V1	Ruth Cooke Designated Safeguarding Officer & Executive Director	Annual review, no changes made	Oct 2023	Oct 2024