

# SAFEGUARDING CHILDREN AND VULNERABLE ADULTS POLICY

for

**Leicester Symphony Orchestra LTD**

**Charity Number 1078708**

**Company Number 1397368**

## 1 Introduction

Leicester Symphony Orchestra is a charity and company limited by guarantee run by an elected Council of management who are both trustees and directors.

We are a membership orchestra for local players who reach Grade 8 or above standard. We hold rehearsals and perform concerts. The majority of our players are adults but we do welcome young people who reach the required standards and apply for vacancies on the same basis as all other players and with parent/guardian support. We also welcome accompanied children, young people and vulnerable adults to our concerts and sometimes to rehearsals. Children, young people and vulnerable adults attending our concerts and rehearsals **will always have to be accompanied by a responsible adult of their own choosing as arranged by their own family.**

Leicester Symphony Orchestra has a registered office at:

69 Greengate Lane, Birstall, Leicester, LE4 3JG

The Council of Management has adopted this safeguarding policy and expects every adult engaged with Leicester Symphony Orchestra to support it and comply with it. Consequently, this policy shall apply to all people involved with the LSO in any way, including, but not limited to, players, contractors, trustees, directors, volunteers, students and anyone engaged by Leicester Symphony Orchestra or working in partnership with us.

## Glossary of Terms

<b>Participant</b>	Someone who directly receives goods or services from Drum + Brass's programme. Note that misuse of power can also apply to the wider community that the organisation serves, and also can include exploitation by giving the perception of being in a position of power.
<b>Child</b>	A person below the age of 25
<b>Harm</b>	Psychological, physical and any other infringement of an individual's rights
<b>Psychological harm / harassment</b>	Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation
<b>Protection from Sexual Exploitation and Abuse (PSEA)</b>	The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)
<b>Safeguarding</b>	In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect' In our sector, we understand it to mean protecting people from harm that arises from coming into contact with our staff or projects. Safeguarding applies consistently and without exception across our projects, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty. Safeguarding puts beneficiaries and affected persons at the centre of all we do.
<b>Sexual abuse</b>	The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.
<b>Sexual exploitation</b>	The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.
<b>Survivor</b>	The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.
<b>At risk adult</b>	Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

## 2 Purpose of the Policy

This policy is intended to protect children, young people and vulnerable adults who participate in any rehearsal, tour, meeting or performance with us, including those who are the children or relatives of adults who may participate in any activity with us.

As an organisation we believe that no child, young person or vulnerable adult should experience abuse or harm. We are committed to the protection of children, young people and vulnerable adults. This policy provides guidance and overarching principles to those who are engaged with us. As we are based in Leicester, we have adopted the safe guarding principals for the local Council found at <https://www.leicestershire.gov.uk/education-and-children/child-protection-and-safeguarding>

### Protection

We recognise that:

- the welfare of vulnerable adults and children is paramount
- all children, young people and vulnerable adults regardless of race, gender, religious belief, disability, age, sexual orientation or identity have a right to equal protection from harm.
- some children and vulnerable adults are more vulnerable to harm as a result of their circumstances, prior experiences, communication needs or level of dependency.
- including children, young people or vulnerable adults, their parents and/or guardians, carers or other agencies engagement is essential to protecting their wellbeing.

## 3 Safeguarding at rehearsals, concerts and on tour

Before agreeing to membership for unaccompanied children/young people, the COM will seek written agreement from a parent/guardian for their child's involvement and the parent/guardian will be asked to either attend our activities at all times their child is present or to agree a named person from the LSO membership to take responsibility for their child while at an LSO event. This includes travel to and from rehearsals and concerts which is also the parent/guardian's responsibility.

For young people 16 -18 the parent/guardian/carer may agree in writing to the LSO that their child can be self-supporting at rehearsals and concerts.

The named adult as agreed in writing by the parent/ guardian/ carer to support an unaccompanied child, young person or vulnerable adult must be present at all times and consent to their role and responsibility to ensure the safety and protection of the named child/ young person or vulnerable adult to engage fully in our rehearsals, concerts or tours. Parents/guardians are responsible for ensuring the named person is appropriately trained and informed of their safe guarding duties and will have carried out DBS checks as appropriate. This will be agreed in writing/email and the LSO Chairperson will be informed of the named person in advance of the responsibility taking place.

From time to time the LSO works in partnership with other performing arts organisations including children. The arrangements of this partnership place the responsibility for safeguarding with the children's performing arts organisation. A copy of their policy will be required and LSO members will work within their policy guidelines.

The COM will take very seriously any allegation of impropriety on the part of any member of Leicester Symphony Orchestra. A member of Leicester Symphony Orchestra who discovers anything amiss should get in touch immediately with the Chair person who will activate the safe guarding procedures of the local authority.

The COM will review the allegation in line with the safe guarding procedures of the local authority. If appropriate they will consider banning the member from future events or revoking his or her membership or both, but only in full accordance with the rules and procedures of Leicester Symphony Orchestra.

#### 4 Photography

No photos will be taken or published of any child attending an event or activity unless prior written permission is sought from a person with parental responsibility. If any person has any concerns regarding any person taking photos at an event or activity, that person should contact Leicester Symphony Orchestra immediately.

#### 5 Managing behaviour, discipline and acceptable restraint

Adults supervising children at Leicester Symphony Orchestra events must never use any form of corporal punishment. If physical restraint is absolutely necessary to prevent injury to any person or to prevent serious damage to property, then the minimum necessary restraint may be used — but for that purpose only.

## 6 Other Policies

This safeguarding policy should be read together with the following policies and resources:

Leicester Symphony Orchestra membership rules

GDPR and equality policies

## 7 Legal Framework

This policy has been drawn up in accordance with the following:

- Children Act 1989
- United Convention of the Rights of the Child 1991
- General Data Protection Regulation
- 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 - Guidance on the special educational needs and disability (SEND) system for children and young people aged 0 to 25, from 1 September 2014
- Information sharing: advice for practitioners providing safeguarding services
- Working together to safeguard children (2017)

NOTE: This Policy was approved by the LSO Council of Management in September 2024 and is due for review every year or earlier should there be a change in legislation.