

## **Child Protection Policy**

**Adopted on.8/10/2015**

**This policy was last reviewed on 20/07/2023**

### **Policy Statement**

Chandos Symphony Orchestra (Chandos) is an amateur orchestra committed to practices that protect children from harm. Members and those engaged to work within this organisation recognise and accept our responsibilities to develop awareness of the issues which may cause children harm.

Chandos recognises that all children, regardless of age, gender, racial heritage, religious belief, position on the autistic spectrum, disability, sexual orientation or identity, have a right to equal protection from all types of harm or abuse. Every child should have the right to feel protected and safe in all situations, and that no practice or situation should result in a child being physically or psychologically damaged. Within Chandos, if we have any concerns about a child's physical, emotional or sexual wellbeing, action will be taken. We also recognise that some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.

Every member of Chandos has a responsibility to promote the protection of children and young people. Within this policy, it is expected that members will protect the child's welfare as priority.

This policy refers to children and young people up to and including the age of 18, and is based on current government guidance.

### **Principles of practice**

Chandos endeavours to safeguard children by:

- Adopting child protection policies and guidelines to provide a clear code of practice for members to follow.
- Treating all children with equal care, respect and dignity, valuing and listening to them.
- Ensuring all members are aware of our child protection policies and procedure.
- Communicating openly and clearly with children, and not considering actions that could be open to misinterpretation, however well-meant.
- Taking responsibility as a group to ensure that any members who are directly responsible for children have been appropriately vetted through the Disclosure and Barring Service.
- Sharing information about child protection and good practice with children, parents, members and volunteers.
- Sharing information about concerns with relevant agencies, and involving children and parents appropriately.
- Providing effective management for members and volunteers through supervision, support and training.

- Appointing two designated people with DBS clearance to enable any concerns to be reported in accordance with our policy.
- Considering activities which involve more than one adult being present, or which take place within sight or hearing of others.
- Developing and implementing an effective e-safety policy and related procedures.

## **Code of good practice for members**

### **Members *should*:**

1. Respect any child's right to privacy and encourage children and adults to feel comfortable enough to report attitudes or behaviour they do not like.
2. Be aware of the procedures for reporting concerns or incidents, and familiarise themselves with the contact details of the designated persons.
3. Report any concerns relating to the welfare of a child in their care to the designated person. This applies to concerns about the actions or behaviour of another member of Chandos, or concerns based on any conversation with a child where the child makes an allegation
4. Alert others should they find themselves the result of inappropriate affection or attention from a child.
5. Make any communications (including texts/emails etc) directly to parents rather than to the individual child, and avoid contact with children on Facebook/Twitter etc.

### **Members *should not*:**

1. Allow any allegations made by a child go without being reported and addressed, or either trivialise or exaggerate child abuse issues.
2. Make promises to keep any disclosure confidential from relevant authorities
3. Start an investigation or question any others following an allegation. Facts should be recorded and reported to the designated person.
4. Show any favouritism towards any one child, or issue/threaten any form of punishment.
5. Do things of a personal nature for any child that they can do for themselves.
6. Spend excessive amounts of time alone with children, particularly not on a one-to-one basis away from others. If privacy is needed, other members should be made aware of the meeting, and any door or space should be left open.
7. Initiate or engage in sexually provocative conversations or activity, or allow the use of inappropriate language to go unchallenged.
8. Make any unnecessary physical contact with children, eg within the framework of demonstrating how to hold an instrument. If comfort is needed in times of distress, contact should only take place with the consent of the child and any accompanying adult.

We are committed to reviewing our policy and good practice regularly.

This policy can be made available in other formats or languages if necessary.

The Designated Safeguarding Lead is currently Helen Goode, in conjunction with Helen Merrett (Chandos Symphony Orchestra Chair). In their absence, concerns may also be addressed to Fiona Hudson.

## Contacts

Helen Goode tel: **07800 824258** email: [helen\\_g\\_violin@yahoo.co.uk](mailto:helen_g_violin@yahoo.co.uk)

Helen Merrett tel: **07917094524** email: [chair@chandos.org.uk](mailto:chair@chandos.org.uk)

Fiona Hudson tel: **07708 015688** email: [fionarhudson@gmail.com](mailto:fionarhudson@gmail.com)

## Appendix 1

### What to do if a child discloses abuse (taken from the NSPCC website)

If you're in a situation where a child discloses abuse to you, there are a number of steps you can take.

- **Listen carefully to the child.** Avoid expressing your own views on the matter. A reaction of shock or disbelief could cause the child to 'shut down', retract or stop talking
- **Let them know they've done the right thing.** Reassurance can make a big impact to the child who may have been keeping the abuse secret
- **Tell them it's not their fault.** Abuse is never the child's fault and they need to know this
- **Say you believe them.** A child could keep abuse secret in fear they won't be believed. They've told you because they want help and trust you'll be the person to believe them and help them
- **Don't talk to the alleged abuser.** Confronting the alleged abuser about what the child's told you could make the situation a lot worse for the child
- **Explain what you'll do next.** If age appropriate, explain to the child you'll need to report the abuse to someone who will be able to help
- **Don't delay reporting the abuse.** The sooner the abuse is reported after the child discloses the better. Report as soon as possible so details are fresh in your mind and action can be taken quickly.
- **Contact the Designated Safeguarding Lead and/or Chairman of Chandos immediately to report your concerns.**