

## The Friends of Shanklin Theatre – Safeguarding Policy

The Friends of Shanklin Theatre (hereafter referred to as FOST) acknowledges the duty of care to safeguard and promote the welfare of children and is committed to ensuring that safeguarding practice reflects statutory responsibilities, government guidance and complies with best practice requirements. England, Wales, Northern Ireland and Scotland each have their own guidance for organisations to keep children safe. They all agree that a child is anyone who is under the age of 18.

The policy recognises that the welfare and interests of children are paramount in all circumstances. It aims to ensure that regardless of age, ability or disability, gender reassignment, race, religion or belief, sex or sexual orientation, socio-economic background, all children:-

- have a positive and enjoyable experience of volunteering or gaining work experience whilst working under the guidance and care of FOST, in a safe and child centred environment
- are protected from abuse whilst participating in their duties within FOST at Shanklin Theatre, or in any outside activities promoting the organisation.

FOST acknowledges that some children, including disabled children and young people or those from ethnic minority communities, can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

This policy should be read alongside the policies and procedures contained in the FOST Constitution, and other procedures such health and safety, fire protection, etc.

### **As part of our safeguarding policy FOST will:**

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding and is provided with appropriate learning opportunities to recognise, identify and respond to signs of abuse, neglect and other safeguarding concerns relating to children and young people
- ensure appropriate action is taken in the event of incidents/concerns of abuse and support provided to the individual/s who raise or disclose the concern
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored
- prevent the deployment of unsuitable individuals
- ensure robust safeguarding arrangements and procedures are in operation.
- Appoint a Designated Safeguarding Officer (DSO) for children, and young people, together with a Deputy and a lead Committee Member responsible for safeguarding.
- The Designated Safeguarding Officer and/or their appointed Deputy, will undergo the external checks and vetting necessary for working with young people and be directly involved at all times in supervising them whilst they are under the care of FOST at Shanklin Theatre, or at any external event promoting the organisation.

- If an incident is witnessed or occurs where the welfare of a child has been put at risk, in the first instance the Designated Safeguarding Officer must be informed. They in turn will then inform the lead Committee Member for appropriate action to be taken.
- This policy and procedures will be widely promoted and is mandatory for everyone involved in FOST. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal/exclusion from the organisation.

## **Monitoring**

This policy will be reviewed a year after development and then every three years, or in the following circumstances:

- changes in legislation and/or government guidance
- as a result of any other significant change or event.

This Policy was last reviewed on 19<sup>th</sup> March 2022

Signed.....J Wardle.....

**Chairman – The Friends of Shanklin Theatre**