

Tribe Theatre Safeguarding Policy

1. Introduction

Tribe Theatre is committed to ensuring a safe and nurturing environment for all participants, particularly children, young people, and vulnerable adults. This safeguarding policy outlines our approach to protecting individuals from harm, abuse, and neglect. All staff, volunteers, and participants must adhere to this policy to ensure the safety and wellbeing of everyone involved in our activities.

2. Definitions

- **Child:** Any individual under the age of 18.
- **Young Person:** An individual aged 18-25.
- **Vulnerable Adult:** An adult who may be at risk due to age, disability, mental health, or other factors that make them more susceptible to harm or exploitation.
- **Abuse:** Includes physical, emotional, sexual, and financial abuse, as well as neglect, exploitation, and bullying.

3. Key Principles

- **The Welfare of the Child is Paramount:** The safety and wellbeing of children, young people, and vulnerable adults must always come first.
- **All Individuals Have the Right to Be Safe:** Every participant has the right to feel safe and be protected from harm, regardless of age, gender, race, disability, sexual orientation, religion, or belief.
- **Equal Protection for All:** We provide equal protection to all children, young people, and vulnerable adults involved in our activities.
- **Responsibility to Act:** It is the responsibility of all staff, volunteers, and participants to act on any concerns about a child, young person, or vulnerable adult's safety.

4. Roles and Responsibilities

- **Designated Safeguarding Lead (DSL):**
 - **Name:** John Pickett
 - **Contact Information:** John@tribetheatre.co.uk / 07933 99 22 65
 - Responsible for implementing and overseeing the safeguarding policy, providing guidance and training, and acting as the main point of contact for safeguarding concerns.
- **Staff and Volunteers:** All staff and volunteers are responsible for understanding this policy, attending safeguarding training, and reporting any concerns to the DSL.
- **Participants and Parents/Guardians:** Participants and their parents or guardians should be aware of this policy and understand the importance of safeguarding in our theatre.

5. Recognizing Abuse and Neglect

Staff and volunteers should be vigilant in recognizing the signs of abuse and neglect, which may include:

- **Physical Abuse:** Unexplained injuries, bruises, or burns.
- **Emotional Abuse:** Excessive withdrawal, anxiety, or fearfulness.
- **Sexual Abuse:** Inappropriate sexual behavior or knowledge for the child's age, physical symptoms such as injuries or infections.
- **Neglect:** Poor hygiene, malnutrition, or lack of appropriate clothing or shelter.
- **Bullying:** Repeated negative behavior towards a child, young person, or vulnerable adult by peers or adults.

6. Responding to Concerns

- **Reporting:**
 - If you have any concerns about the safety or wellbeing of a child, young person, or vulnerable adult, you must report them immediately to the DSL or Deputy Safeguarding Lead.
 - Concerns should be reported in writing, using the safeguarding concern form provided by Tribe Theatre.
- **Confidentiality:**
 - All safeguarding concerns must be handled confidentially. Information should only be shared with those who need to know to protect the individual concerned.
 - Ensure that the child, young person, or vulnerable adult understands that the information they provide will be shared with the appropriate authorities if necessary.
- **Record Keeping:**
 - Accurate records must be kept of all safeguarding concerns, including details of the concern, actions taken, and outcomes. These records should be stored securely and only accessible to the DSL and those involved in the investigation.

7. Procedures for Handling Allegations

- **Allegations Against Staff or Volunteers:**
 - Any allegations of abuse or misconduct against a staff member or volunteer must be taken seriously and reported immediately to the DSL.
 - The individual concerned may be suspended pending an investigation.
 - The DSL will report the allegation to the Local Authority Designated Officer (LADO) within 24 hours and cooperate fully with any investigations.
- **Allegations Against Participants:**
 - If an allegation is made against a participant, the DSL will assess the situation and take appropriate action, which may include informing parents/guardians, suspending the participant from activities, or involving external authorities.

8. Training and Awareness

- **Mandatory Training:**
 - All staff and volunteers must undergo safeguarding training, including how to recognize and respond to abuse, understand this policy, and know the procedures for reporting concerns.
- **Regular Updates:**
 - Safeguarding training will be updated regularly, and all staff and volunteers are required to attend refresher sessions as needed.
- **Induction:**
 - New staff and volunteers must undergo safeguarding induction training as part of their onboarding process.

9. Safe Recruitment Practices

- **Vetting:**
 - All prospective staff and volunteers who will be working with children, young people, or vulnerable adults must undergo appropriate vetting, including enhanced Disclosure and Barring Service (DBS) checks.
- **References:**
 - At least two references must be obtained for all staff and volunteers before they begin working with participants.
- **Interviews:**
 - Interviews will include specific questions to assess the candidate's understanding of and commitment to safeguarding.

10. Safer Working Practices

- **Appropriate Boundaries:**
 - Staff and volunteers must maintain appropriate physical and emotional boundaries with participants. This includes avoiding situations where they are alone with a child, young person, or vulnerable adult unless absolutely necessary and authorized.
- **Physical Contact:**
 - Physical contact should be limited to what is necessary and appropriate for the activity. Always seek consent before initiating contact, and be mindful of individual comfort levels.
- **Online Safety:**
 - All online interactions must adhere to the same safeguarding principles as face-to-face activities. Ensure that communications are professional, appropriate, and take place on secure platforms approved by Tribe Theatre.

11. External Agencies and Partnerships

- **Collaboration:**

- We work in partnership with external agencies, including local authorities, schools, and other community organizations, to promote the safety and wellbeing of our participants.
- **Reporting to Authorities:**
 - In cases where a safeguarding concern requires external intervention, we will work closely with relevant authorities, including the police and social services, to ensure the protection of the individual concerned.

12. Policy Review

- **Regular Review:**
 - This policy will be reviewed annually by the management team and the DSL to ensure it remains up-to-date and effective.
- **Feedback and Improvement:**
 - We welcome feedback from staff, volunteers, participants, and parents/guardians on this policy. Any suggestions for improvement will be considered during the review process.

13. Acknowledgment

By participating in Tribe Theatre, all staff, volunteers, participants, and parents/guardians agree to uphold this Safeguarding Policy. Breaches of this policy will be taken seriously and may result in disciplinary action, including termination of involvement in Tribe Theatre.

Signed:

- Tribe Theatre LTD
- John Pickett
- Luke Pickett

Date: 31/08/2024