



# **PERFORMERS THEATRE COMPANY**

## **Safeguarding Policy 2024**

Date of Policy: **16<sup>th</sup> December 2023**

Policy Responsibility: **Sam Gibbs (Principal)**

Updated or reviewed: **Annually**

***“Every child has the right to be protected and it is everyone’s responsibility to protect children”***

Performers Theatre Company recognises its duty of care under the Children and Young Persons Act 1963, the Children (Performances and Activities) (England) Regulations 2014, the Protection of Children Act 1999 and the Criminal Justice and Court Services Act 2000.

Performers Theatre Company recognises that abuse can take many forms, whether it be physical abuse, emotional abuse, sexual abuse or neglect. Performers is committed to a practice which protects children and young people from harm. All staff at Performers accept and recognise their responsibilities to develop awareness of the issues which cause children harm.

Performers Theatre Company believes that:

- The welfare of the member is paramount;
- All members, whatever their age, culture, disability, gender, sexual orientation, gender identity, language, racial origin and/or religious beliefs have the right to protection from abuse;
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately;
- All staff of Performers should be clear on how to respond appropriately.

Staff at Performers Theatre Company will ensure that:

- All children will be treated equally and with respect and dignity;
- The welfare of each child will always be put first;
- A balanced relationship based on mutual trust will be built which empowers children to share in the decision-making process;
- Enthusiastic and constructive feedback will be given rather than negative criticism;
- Bullying will not be accepted or condoned;
- All adults working with Performers will provide a positive role model for dealing with other people;
- The appropriate DBS checks are in place for our voluntary adults and that this is maintained via an external source who will ensure that all checks are updated on a regular basis.
- Action will be taken to stop any verbal or physical behaviour;
- Performers aim to keep up-to-date with Health and Safety legislation;
- Performers will aim to keep themselves informed of changes in legislation and policies for the protection of children.
- Performers will undertake relevant development and training;
- Performers will hold a register of every child and will retain a contact name and number close at hand in case of emergencies.

**Performers Theatre Company has safeguarding procedures which accompany this policy.**

Performers Theatre Company has a dedicated Designated Safeguarding Lead (DSL) who oversees that the safeguarding policy and procedures are adhered to. That person's name is Sam Gibbs.

This policy will be regularly monitored.