



Safeguarding Policy

Trinity Singers is a volunteer group of adult singers who meet weekly to enjoy choral music. The group has a number of governance policies. This document is the Safeguarding Policy.

This Safeguarding Policy applies to Trinity Singers (TS) employees, all choir members (including trustees), volunteers and all others invited to perform or work with TS.

Trinity Singers is committed to ensuring that all members of the choir and any volunteers or paid individuals have the same protection regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity.

The law requires any organisation involving children, young people or vulnerable adults to take all reasonable measures to ensure that the risks of harm to vulnerable adults' and children's welfare are minimised, and where there are concerns, to share them with other local agencies.

TS recognises that it is not the role of our organisation to decide whether a child, young person or vulnerable adult has been abused or not. This is the role of the Social Services department which has the legal responsibility, the NSPCC who have powers to investigate child protection concerns under the Children Act, or the Police.

TS members and associated individuals who consider they have witnessed abuse should report it to the designated officers of Trinity Singers as detailed below.

The main laws and guidance supporting this policy are:

The Children's Act 1989 and 2004;

The Human Rights Act 1998;

The Protection of Children Act 1999;

The Sexual Offences (Amendments) Act 2006;

The UN Convention on the Rights of the Child 1991;

Government guidance on safeguarding children;

Caring for the Young and Vulnerable 2000;

The Care Act 2014;

The Charity Commission's 'Strategy for Dealing with Safeguarding Children and Vulnerable Adults Issues in Charities'.

In developing this policy, TS has taken input from the national amateur music performance association Making Music and the NSPCC.

Who are Children or Vulnerable Adults?

In this context anyone up to the age of 18 is a child. A Vulnerable Adult is defined in the Care Act 2014 as someone over 18 years old who has care and support needs, is experiencing or at risk of abuse or neglect as a result of their care and support needs, or is unable to protect himself or herself against the abuse or neglect or the risk of it.

How Trinity Singers operate

TS is an unincorporated not-for-profit association managed by a committee of volunteers nominated by the choir members. To carry out its charitable objects it presents a number of concerts and other performances a year sometimes performing with orchestral groups, professional

soloists and other choirs. Rehearsals are run by our Musical Director or a substitute on occasion. They attend weekly rehearsals with members in term time in order to prepare for the concerts. From time to time TS organises other events such as choral workshops and social events.

TS does not advertise itself as an activity suitable for children, young people or vulnerable adults. Most choir members are independent adults. Choir rehearsals and performances are group activities, and there is no expectation for a member of the choir to be alone with another member of any age. TS is therefore unlikely to be targeted by a person seeking opportunities to abuse children or vulnerable adults. Nevertheless, TS recognise its responsibility to safeguard the welfare of children and vulnerable adults with whom it works and comes into contact and believes that everyone has the right to enjoy the activities of the Choir in a happy, safe and secure environment.

The Committee has, therefore, agreed the following Safeguarding Policy.

THE POLICY

Trinity Singers will publicise its Safeguarding Policy on the website www.trinitysingers.co.uk and draw it to the attention of members at the Annual General Meeting.

Guidelines

Membership - Should any child, or close relative (under 18), of a member of TS participate in choral works with TS the member must act as the Responsible Adult. Should any other child/young person participate in any TS activities they must be accompanied by a parent or other responsible adult who remains responsible for them throughout rehearsals and performances.

Joint concerts with schools – Children from school groups will always be in the care of their teachers and helpers and/or parents who will bear responsibility for their welfare at all times. TS will expect that the school will make appropriate arrangements for all children in their care. This does not detract from the choir's general responsibility to provide a safe environment for joint activities and the principles of this safeguarding policy still apply. Members of TS will ensure that during these events they do not act in any way that could be deemed inappropriate.

Audiences and Social Events - TS is aware that children and vulnerable adults may attend their concerts as members of the audience, or attend social functions hosted by TS. It is the responsibility of the parent, guardian or carer to ensure adequate supervision. If a parent/guardian/carer is not personally attending an event this policy requires them to be satisfied that the child or vulnerable adult will be accompanied and adequately supervised by a responsible adult acting on their behalf at all times.

Privacy – TS may use photography, audio and video recording from time to time at concerts and rehearsals. The images and recordings can be used both on- and off- line including on the web. They provide valuable tools to promote the work of the choir to a wider audience and form part of the historical record of our work. If any photographs or video recordings are to be made those present will be notified in advance so that anyone who could be at risk of harm can inform the designated officer.

Measures for implementation of this policy

- Any person appointed to the role of Musical Director will be required to hold a current DBS Certificate
- In addition to the Musical Director, the TS committee will have an additional nominated Designated Person in respect of Safeguarding. In agreeing to be the Designated Person that individual has to accept that the outcome of a DBS check will be shared with committee

members to ensure compliance. The committee will oversee and pay for the DBS process from application to receipt of the certification. Contact details for the Designated Person are given on the TS website.

Policy Review - The policy and procedures will be reviewed annually at the committee meeting immediately before the AGM.

Adopted at a committee meeting on 21.10.18

A handwritten signature in black ink, appearing to be 'R. Bell', written in a cursive style.

Signed by the Chair on behalf of the Committee.

Trinity Singers

Date:25.10.2018

Review due: March 2019