



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 all Trinity Singers (TS) choir members, Trustees, the Musical Director, 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 the welfare of vulnerable adults and children is 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 National Society for the Prevention of Cruelty to Children (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.

Safeguarding legislation in the UK protects children and vulnerable adults from abuse, neglect, and exploitation, with key laws including the Care Act 2014 (adults), Children Acts 1989/2004, and the Safeguarding Vulnerable Groups Act 2006, which underpins safer recruitment. These laws mandate duty of care, risk assessment, and partnership working to ensure safety.

Social Care Institute for Excellence (SCIE) +4

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 (who are also Trustees) nominated by the choir members. To carry out its charitable objectives 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 occasions. They attend weekly rehearsals with members, mostly in school 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 publicises its Safeguarding Policy on the website www.trinitysingers.co.uk and draws it to the attention of members at each Annual General Meeting.

Guidelines

Membership - Should any child or close relative (under 18) of a member of TS participate in any TS activities, 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. Should a vulnerable adult participate in any TS activities it is assumed they will be accompanied by their own Responsible Adult unless it is agreed that a member of TS will perform this duty.

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/carers 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 Safeguarding Lead.

Measures for implementation of this policy

The Safeguarding Vulnerable Groups Act 2006 is designed to prevent unsuitable individuals from working with vulnerable adults and children. Generally, TS does not operate to support individuals in these groups. If the membership of the choir were to change to include unaccompanied vulnerable adults or children, the Trustees will require the person appointed to the role of Musical Director to hold a current Enhanced DBS Certificate (appropriate to adults and /or children as appropriate), or if they are to work alone with an individual, an Enhanced DBS Certificate (adults) or Enhanced DBS Certificate with a children's barred list (for children), the outcome of which will be shared with committee members to ensure compliance.

The Trustees will refer to the relevant website when making their determinations - <https://www.gov.uk/find-out-dbs-check>

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 must accept that if the membership of the choir were to include unaccompanied vulnerable adults or children, they would also require the relevant DBS check, the outcome of which 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 Safeguarding Lead are given on the TS website.

Policy Review - The policy and procedures will be reviewed annually at the committee meeting immediately before the AGM. Next review March 2026.

Reviewed and amended by the Designated Safeguarding Lead – 12 April 2026
Adopted at a committee meeting on 21 April 2026