

North London Sinfonia Safeguarding Policy

North London Sinfonia takes safeguarding seriously.

We acknowledge children's and adults' right to protection from abuse regardless of gender, ethnicity, disability, sexuality or beliefs. We consider that the welfare of children is paramount.

We will follow legislation, statutory guidance and recognised good practice in order to protect vulnerable people who come into contact with our orchestra.

We will seek to establish a caring environment in which there is an informed vigilance about the dangers of abuse.

We will implement, maintain and regularly review the procedures outlined in this policy, which are designed to prevent and to be alert to such abuse.

We have appointed a Safeguarding Officer, who will have specific responsibilities for safeguarding, although we recognise that safeguarding is a whole orchestra responsibility. The Safeguarding Officer is the person to whom all concerns or allegations should be addressed.

We will organise rehearsals and concerts in such a way as to promote a safe environment and minimise the risk of harm to children and adults.

We are committed to providing support, supervision, resources and training to those who work with children and adults.

We will use rigorous and careful supervision to protect people from the risks associated with any known offenders within the orchestra.

We believe that domestic abuse in all its forms is unacceptable and recognise that it can affect both adults and children.

All concerns and allegations of abuse will be responded to appropriately, including referring to the statutory authorities.

We will co-operate with the statutory authorities in any investigation, will follow multi-agency decisions and will maintain confidentiality of any investigations to those directly involved.

We will refer concerns about members that meet the relevant criteria to the Local Authority Designated Officer.

Aim & purpose of this policy

The aim of this policy to ensure that protecting people from abuse, harm or neglect is central to our culture. It provides procedures for promoting safeguarding, preventing abuse and protecting children, adults at risk and staff. This includes clear procedures for taking appropriate action when safeguarding concerns are raised.

Who is covered by this policy

This policy is approved and endorsed by the committee and applies to:

- all members of the orchestra, and occasional musicians and soloists
- all those who attend our concerts and rehearsals
- our trustees and committee members
- volunteers

Principles underpinning the policy

- Our shared values
- Our commitment to put the welfare of children and adults at risk first
- A willingness to be open and listen
- A commitment to comply with relevant legal and regulatory requirements.

Definitions

The term 'children' refers to those under the age of 18 years.

The term 'adult at risk' refers to any adult aged 18 or over who, by reason of mental or other disability, age, illness or other situation, are permanently, or for time being, unable to take care of themselves, or to protect themselves against significant harm, abuse or exploitation.

Duty of care & confidentiality

We have a duty of care to all beneficiaries of the orchestra, whether adults or children. We will maintain confidentiality at all times, except in circumstances where to do so would place the individual or another individual at risk of harm or abuse.

2. Creating a safer culture

We are committed to creating a safer culture within the orchestra which will help us to prevent harm from occurring and provide an environment in which all can flourish. The orchestra will

- Appoint an Orchestra Safeguarding Officer and ensure contact details are available for anyone to report a concern
- Have a safeguarding policy which is reviewed annually and updated when necessary
- Practice safer recruitment procedures for paid and volunteer roles
- Ensure all those working with children and/or adults at risk are given copies of relevant Codes of Conduct

- Follow the requirements of the training framework
- Comply with legal requirements in respect of data protection
- Ensure safeguarding is a regular agenda item for orchestra and committee meetings.

3. Ensuring safer activities

Whilst it is not possible to guard against every eventuality, we are committed to providing as safe an environment as possible for activities wherever the orchestra rehearses and performs and the orchestra will

- Ensure appropriate insurance is in place for buildings and activities
- Consider the implications of data protection and health and safety requirements for specific activities
- Carry out risk assessments for relevant activities or events
- Ensure adequate staffing for activities

4. Recognising and responding to concerns

We acknowledge that, although promoting Safer Culture and Safer Activities will help to protect all those in contact with the orchestra, some concerns will inevitably arise and we are committed to responding well in such circumstances. The orchestra will

- Promote awareness of different kinds of abuse, other vulnerabilities and types of safeguarding concern
- Seek to create a 'listening culture' and help people develop listening skills to respond appropriately in situations where sensitive information is disclosed
- Share information with statutory services as appropriate and co-operate with them during any investigations
- Report any serious safeguarding incident to the Charity Commission

5. Managing allegations and people who may pose a risk to others

Where allegations are made against individuals within the orchestra, we are committed to following all required investigative and regulatory procedures. We will work in collaboration with the statutory agencies and other relevant organisations. The orchestra will

- Co-operate fully with any investigative or disciplinary procedures
- Alert the statutory agencies to known breaches of a safeguarding agreement.

6. Supporting victims & survivors

The key principle underpinning our policy and practice in this area is that all those who have experienced abuse, whether recently or in the past 'will be listened to and offered the pastoral care and support they deem appropriate and relevant, irrespective of type of abuse, context, or when this occurred' Be aware of local support services that people can be referred or directed to.

- Ensure those in relevant roles attend appropriate training

Review

This policy will be reviewed annually

Date of most recent review: November 2024

Date of next review: November 2025

Signed on behalf of North London Sinfonia committee

Charlotte Sinclair
Chair

Orchestra Safeguarding Officer

Dr Stephen Corcoran

Local Authority Designated Officer (LADO)

Niamh Bays (Manager, Safeguarding Service)

0208 379 2850

safeguardingservice@enfield.gov.uk

Emergency contact in the case of a child

Enfield Children's Multi-Agency Safeguarding Hub (MASH): 020 8379 5555 (020 8379 1111
24 hr)

Emergency contact in the case of an adult at risk

Enfield Adult Multi-Agency Safeguarding Hub (MASH): 020 8379 3196 (020 8379 5212 24 hr)

NSPCC

www.nspcc.org.uk

0808 800 5000

Mencap

www.mencap.org.uk