



SAFEGUARDING POLICY

Policy Statement

Little Box Productions is fully committed to safeguarding the welfare of all children, young people and vulnerable adults. It recognises its responsibility to take all reasonable steps to promote best practice and to protect the welfare of staff, theatre members and visiting public from harm, physical, sexual, or emotional abuse and exploitation.

Children and young people are defined as under the age of 18. We also acknowledge our responsibilities in respect of adult members or visitors who might be deemed to be 'at risk' because they are 'vulnerable'. *(A Vulnerable Adult is defined in accordance with The Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 2002 as a person aged 18 or over who has a condition of the following type: (i) a substantial learning or physical disability; (ii) a physical or mental illness or mental disorder, chronic or otherwise, including an addiction to alcohol or drugs; or (iii) a significant reduction in physical or mental capacity.*

Little Box Productions will encourage the development of an ethos that embraces difference and diversity and respects the rights of all children, young people and adults, regardless of age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity. Little Box Productions acknowledges its duty to act appropriately to any allegations, reports or suspicions of abuse.

Responsibilities

The Management will -

- Develop best practice in relation to providing a safe and secure environment for children, staff, members, and visitors and promote a climate where children and adults will feel confident about sharing any concerns which they may have about their own safety or the well-being of others.
- Ensure that members working with children and vulnerable adults understand their legal and moral obligations to protect them from harm, abuse, and exploitation.
- Ensure that members understand their responsibility to work to the principles detailed in the theatre's Child and Vulnerable Adults Safeguarding Policies and procedures.
- Provide opportunities for members to develop their skills and knowledge in relation to the care and protection of children/young people and vulnerable adults.
- Ensure that the designated Safeguarding Officer understands his/her responsibility to refer any concerns to the statutory agencies (i.e., the Police and/or Social Care)
- Endeavour to keep up to date with national developments relating to the care and protection of children, young people and vulnerable adults.
- Ensure that members understand their obligations to report care or protection concerns about a child/young person/vulnerable adult, or a members' conduct towards them, to the theatre's designated person for Safeguarding.
- Take seriously any allegation or suspicion of abuse, and deal with it appropriately following agreed procedures.
- Ensure that all procedures relating to the conduct of members are implemented in a consistent and equitable manner.
- Review and update Safeguarding policies and procedures annually.

Working with children/young people and vulnerable adults

Particular vigilance will be exercised in respect of children/young people and vulnerable adults, who could be vulnerable by virtue of disability, special educational needs, homelessness, refugee/asylum seeker status, the effects of previous abuse, being young carers and those who are in the care system.

Vulnerable adults

Harm to vulnerable adults includes -

- Discriminatory abuse: such as racist, sexist, disability related.
- Situational abuse: arising when pressures have built up and/or because of difficult or challenging behaviour.
- Emotional/Psychological abuse: arising through the action, or inaction, of others that causes distress or mental anguish, including mocking, coercion, denial of privacy, bullying, demeaning, intimidating, harassing, threatening harm, humiliating, slurs, excessive or unwanted familiarity, shouting, swearing, name-calling, being disrespectful, making e.g., racist, sexist, or sarcastic comments.
- Financial abuse: usually associated with the misuse of money, valuables, theft, fraud, exploitation. • Physical abuse: any physical contact that results in discomfort, pain, or injury; hitting, slapping, pushing, shaking.
- Sexual abuse: ranging from sending inappropriate messages via emails or social media, inappropriate touching, to coercion or force to take part in sexual acts.

All members are in a position of trust and must ensure that the relationships they form with children/ young people and vulnerable adults are appropriate.

All members are responsible for adhering to the Safeguarding Policy and should act upon any concern no matter how small or trivial it may seem; reporting instances of actual or suspected abuse to the Designated Person(s) with responsibility for Safeguarding.

This policy will be regularly monitored by the Management of the Company and will be subject to annual review.