

Kenfig Hill & District Male Voice Choir

Registered Charity Number 506004

CHILD PROTECTION POLICY

The Kenfig Hill and District Male Voice Choir hereinafter referred to as The Choir was formed in December 1971 and rehearses twice weekly excluding holidays at the Choral Suite located in the lower area grounds of the Green Acre Motel.

The mission of the choir as stated in its constitution is the study and practice of choral music. The members of the choir are those persons 18 years old and upwards who have enrolled and been duly approved by the choir management committee.

Under the umbrella of The Choir there are two youth choirs of mixed gender namely: *DaCapo* aged 9 to 14 years and *Crescendo* aged 14 to 24 years.

The Choir seeks to support the young singers helping to build their confidence under the direction of an experienced musical director who must be fully aware of its responsibility for their welfare and safety, acknowledging the risks in relation to the choral activities to be undertaken such as rehearsal and performance duration including standards of health and safety in the buildings to be used.

Safeguarding Policy

The Choir is committed to:

- i: Taking all reasonable measures to ensure the risks of harm to the young peoples welfare are minimised.
- ii: Recognises its duty of care towards the young people to ensure their rights to protection from abuse are upheld.
- iii: Undertakes that all suspicions or allegations of abuse are taken seriously and responded to swiftly and appropriately.
- iv: Ensuring all staff and choir members are required to familiarise themselves with this document and have a duty of care to abide by this policy and to report any concerns they may have.

Code of behaviour

The Choir recognises that there may at times be a necessity for DBS checks to be carried out and will undertake to have these put in place as the need arises.

All young people must be treated with respect at all times irrespective of ethnicity or age. Any young person in performance with The Choir is a valued members of the entire team and as such is of equal importance to all other performers and must be treated with respect. At the same time The Choir members must be afforded similar respectful behaviour.

The young people must not be subjected to teasing, criticism or any derogatory behaviour from other choir members. If there are found to be concerns for any young person they must be reported to a member of the musical team or other designated person.

A young person must be accompanied by two adults at any time, one of whom has been DBS checked.

DBS: Disclosure and Barring Service which carries out similar checks to those previously carried out by CRB.

Procedures

Nominated members from The Choir may be consulted to undertake and implement child protection procedures as detailed in this document. Any concern regarding a member of The Choir or any member of the Youth Choirs must be immediately reported to the Chair or Vice Chair of The Choir or to a designated person. Thereafter the designated person will in conference with the Chair or Vice Chair decide on the most appropriate course of action. The reported concern and its course of action must be logged.

Any event regarding the welfare of a child, a social worker or the Local Authority Designated Officer (LADO) must be contacted by one of the agreed appointed designated officers. Concerns which cannot be addressed directly to the person involved due to the seriousness of the complaint must be referred directly to the LADO. Confidentiality for all parties must be maintained at every stage of the investigation.

Responding to Reports of Abuse

The Choir notes the importance of being alert to signals of abuse, to the difficulty children may have reporting it and responding appropriately to the young person involved. With this in mind the Choir will appoint a Children's Officer, who will be made known to all under 18 year old members at the start of the September term.

In the event of a young person expressing concern to the Children's Officer or another Designated Person the following procedure is to be adopted.

Listen Carefully

Reassure the young person the details will only be disclosed to those who need to know.

Reassure the young person they are doing the right thing reporting it.

Tell the young person what you will do next.

Write down what has been said noting dates, times and any names involved.

Designated Persons

Kathryn Brace – Children's Officer and Musical Director Youth Choirs.

Mark Blight – The Choir Chair.

Tony Ulberini – Secretary Youth Choirs

Local Authority Designated Officer (LADO) Bridgend County Borough Council,
Safeguarding Team. Tel. 01656 643643.

Reviewing

The Choir will review this policy annually and seek views from appropriate sources how it may be improved.

Copies will be made available to all choir members and displayed in the Choral Suite, Green Acre Motel, North Cornelly.

It will also be available via the Choir online website.

This version01 dated 1st May 2017