



## Introduction

The Society's current policy is to set a minimum age for members of 16 years - the individual must have reached 16 *before* the start of the academic new year which commences in September, after which point they would be permitted to participate in subsequent shows and concerts. Reference to children and young people below does not infer or suggest that this policy is different and wording scope allows for any future changes. In event of any changes to policy appropriate risk assessments would be undertaken and relevant enhanced safeguarding measures would be applied, including use of authorised chaperones.

## Principles

The Ipswich Gilbert and Sullivan Society is committed to:

- the care and nurture of all children, young people and adults
- the safeguarding and protection of all children, young people and adults when they are vulnerable.

We will respond without delay to every complaint made which suggests that a child, young person or adult may have been harmed, cooperating with the police and local authority in any investigation.

We will seek to challenge any abuse of power, especially by those in a position of trust. These principles follow legislation, guidance and recognised good practice.

The trustees of Ipswich Gilbert and Sullivan Society are committed to the safeguarding and protection of all children, young people and adults and affirm that the needs of children and others when they are vulnerable and at risk are paramount.

We commit ourselves to:

- **RESPOND** without delay to any allegation or cause for concern that a child or vulnerable adult may have been harmed at any function managed by the trustees.
- **PROVIDE** support, advice and training for volunteers that will ensure they are clear and confident about their roles and responsibilities in safeguarding and promoting the welfare of children and adults who may be vulnerable.
- **ACKNOWLEDGE** the shared responsibility for safeguarding young people and vulnerable adults who are on our rehearsal and performing venues.

### 1. Purpose

The purpose of this safeguarding policy is to ensure procedures are in place and people are clear about roles and responsibilities for children, young people and vulnerable adults using our rehearsal and performing venues.

### 2. Good practice

We believe that good practice means:

- All people are treated with respect and dignity.
- Those who act on behalf of the Society should not meet or work alone with a child or vulnerable adult where the activity cannot be seen.

These things are to safeguard those working with children, young people and those adults who may be

vulnerable.

**3. Complaints procedure**

It is expected that complaints can be dealt with internally by the trustees. However, if the complaint is of a safeguarding nature, relating to abuse of children or vulnerable adults, then statutory services may need to be informed.

Complaints may be made to any of the Society trustees and should then be passed to the Chairman who will arrange to meet the complainant and attempt to resolve the complaint. If the complaint is regarding this person or a member of their family, it will be referred to another designated trustee.

For more details, please address any questions, comments and requests about our safeguarding practices to our Trustees at [info@ipswichgands.co.uk](mailto:info@ipswichgands.co.uk)