

BAKEWELL **ARTS** FESTIVAL **Ltd**

Child Protection Policy

1 Introduction

Bakewell Arts Festival Ltd (hereafter “BAF”) is committed to safeguarding the welfare of children and young people. In this respect BAF acknowledges its position as a medium of influence. BAF works properly with children and young people every year in a variety of ways and has developed this Child Protection Policy to support Directors, artists, performers and volunteers in putting into practice BAF’s commitment.

This policy establishes the roles and responsibilities of everyone who works with BAF in relation to the protection of children and young people with whom their projects brings them into contact. In the context of child protection, children and young persons refers to anyone under 18 years of age.

This policy is based on, and reflects, the principles of both UK legislation and guidance and other relevant policies and procedures. The approach has been developed in such a way as to be consistent with 'Best Practice' within the field of child protection. The key principles are:

- The welfare of the child or young person is the paramount consideration.
- All children and young people, regardless of age, disability, gender, racial or ethnic origin, religious belief and sexual identity have a right to protection from harm or abuse.

It is everyone within BAF’s responsibility to promote the protection of children and young people. In following the policy staff are always expected to maintain a sense of proportion, apply common sense to situations and protect the child’s welfare as a priority.

It is also BAF’s duty to ensure that Directors, volunteers, artists, performers and paid helpers are never placed in situations where abuse might be alleged. It is not intended that the policy should restrict Directors, volunteers, artists, performers and paid helpers from normal ways of working, but they always need to consider how an action or activity may be perceived as opposed to how it is intended.

2 Principles of Good Practice

BAF undertakes to:

- Treat children and young people with care, respect and dignity;
- Recognise that those working for with BAF will be perceived by children and young people as trusted representatives of BAF;
- Ensure communication with children and young people is open and clear;
- Assess the risks to children of its activities;
- Ensure Directors, volunteers, artists, performers and paid helpers avoid physical contact with children and young people except for reasons of health and safety, or under supervision.

3 Recruitment and disclosure

All BAF Directors, events organisers, artists, performers and paid volunteers who are working with children and young people unsupervised are registered with the Criminal Records Bureau (CRB) who provide a disclosure service for organisations who have people in positions which involve regular contact with children, and enables employers and other groups to make more thorough recruitment and selection checks for positions which involve working with children and young people.

For those areas of BAF where people work with children as part of their roles, a Director will be nominated by the Board to have special responsibility for the Child Protection Policy. The nominated Director will decide which positions require CRB disclosure and be the focal point for all child protection questions within BAF and will have responsibility to provide advice and guidance to staff who:

- During the course of their work, believe that a child may be at risk of harm, and/or
- Are told by a child or young person of a child welfare issue.

4. Children & BAF

Children and young people can be involved with BAF in a number of ways ranging from being actors and participants in BAF events, to being audience members or attendees at BAF events, on work experience placements or as volunteer helpers/technicians.

Work Experience

BAF is considering work experience placements to interested children and young persons. Although primarily designed to help young people become familiar with the workplace in an arts setting, it would also be beneficial to BAF as it would provide a direct link to an important part of our audience. We are currently researching this area.

Health and Safety

BAF's H&S policy gives guidance to those whose roles involve working with children and young persons. Where a child or young person is involved, the risk assessment must take account of their particular vulnerabilities which will include child protection. The risk assessment should set out what arrangements are in place for their care and supervision, eg by a school, parent, guardian or chaperone and how these will be communicated to the appropriate parties.

Transport of Children

When children are being transported on behalf of BAF they should be accompanied by a parent, guardian, chaperone or teacher.

All children must be accompanied by their registered chaperone whilst travelling.

In exceptional cases where a child/children are to be transported unaccompanied by a parent, guardian, chaperone or teacher, this must be with a BAF Director, volunteer, artist, performer or paid helper who has a satisfactory CRB disclosure, and only with the specific prior consent of their parent or guardian.

Young Persons

(A Young Person is someone who is officially over school leaving age, so does not require a chaperone, but is under 18)

Although outside of the sphere of responsibility for local education authorities BAF provides a duty of care for young persons when travelling on behalf of BAF. Young persons involved in BAF events are normally transported accompanied by a person who has a satisfactory CRB disclosure or travels with written parental/guardian consent for travelling alone.

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