



BROLLY SAFEGUARDING POLICY

Safeguarding Policy

BROLLY PRODUCTIONS CIC

Last updated	17 th March 2020
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Purpose

The purpose of this policy statement is:

- to protect children and young people who engage and participate in Brolly's projects from harm. This includes the children of adults who take part.
- to provide staff and volunteers, as well as children and young people and their families, with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of BROLLY PRODUCTIONS including members, performers, production staff and all associates.

The policy lays out the commitments made by BROLLY PRODUCTIONS and informs staff and associated personnel of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under BROLLY PRODUCTIONS' Anti Bullying and Harassment Policy
- Safeguarding concerns in the wider community not perpetrated by BROLLY PRODUCTIONS or associated personnel

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect. BROLLY PRODUCTIONS understands it to mean protecting people, including children and at-



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risk adults, from harm that arises from coming into contact with our staff or programmes.

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation is available from nspcc.org.uk/learning.

Safeguarding Policy Statement

BROLLY PRODUCTIONS believes that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them.

BROLLY PRODUCTIONS recognises that:

- the welfare of children and young people is paramount in all the work we do and in all the decisions we take
- all children, young people and adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- some children, young people and adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues
- working in partnership with children, young people, their parents, carers and other agencies is essential in promoting young people's welfare.

BROLLY PRODUCTIONS commits to addressing safeguarding throughout its work, through the three pillars of *prevention, reporting and response*.

Prevention

Specific Artistic Director Responsibilities

The ARTISTIC DIRECTORS of BROLLY PRODUCTIONS will:

- Ensure all company members, performers, production staff and all associates have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with BROLLY PRODUCTIONS. This includes the way in



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which information about individuals in our programmes is gathered and communicated

- Implement stringent safeguarding procedures
- Follow up on reports of safeguarding concerns promptly and according to due process

Artistic Director, Performers and Crew Responsibilities

Child safeguarding

BROLLY PRODUCTIONS associated personnel must not:

- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

Adult safeguarding

BROLLY PRODUCTIONS associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

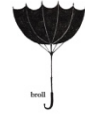
Protection from sexual exploitation and abuse

BROLLY PRODUCTIONS associated personnel must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics

Additionally, BROLLY PRODUCTIONS associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by any BROLLY PRODUCTIONS associated personnel to the appropriate staff member



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Reporting

BROLLY PRODUCTIONS will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to staff and the communities we work with.

Any members, performers, production staff and associates reporting concerns or complaints will be protected. BROLLY PRODUCTIONS will also accept complaints from external sources such as members of the public, partners and official bodies.

How to report a safeguarding concern

Company members, performers, production staff and associates who have a complaint or concern relating to safeguarding should report it immediately to the SAFEGUARDING LEAD:

Name: Rachana Jadhav

Phone/email: 07740 706012 / brollyproductions@gmail.com

NSPCC Helpline 0808 800 5000

Response

BROLLY PRODUCTIONS will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations. We will apply appropriate disciplinary measures to anyone found in breach of policy.

BROLLY PRODUCTIONS will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation).

Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only and should be kept secure at all times.

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END OF POLICY