

## **Safeguarding Children and Vulnerable Adults Policy**

**Cairngorms Orchestra** makes a positive contribution to a strong and safe community and recognises the right of every individual to stay safe.

Committee members and Volunteers come into contact with children and / or vulnerable adults through its core activity as an arts provider.

This contact is often made whilst the children and/or vulnerable adult is supervised by the regulated activity provider or by the non-regulated activity provider e.g.

- An arts workshop in a school with the school staff present as supervisors.
- Children or vulnerable adult attending a public performance with their parent/carer.

The orchestra strives to undertake its responsibilities with regard to the protection of children and / or vulnerable adults and will respond to concerns appropriately and support paid and unpaid staff in their practices and clarify the organisation's expectations.

The principal pieces of legislation governing this policy are:

- Working together to safeguard Children 2010
- The Children Act 1989
- The Adoption and Children Act 2002:
- The Children act 2004
- Safeguarding Vulnerable Groups Act 2006
- Care Standards Act 2000
- Public Interest Disclosure Act 1998
- The Police Act – CRB 1997
- Mental Health Act 1983
- NHS and Community Care Act 1990
- Rehabilitation of Offenders Act 1974

Safeguarding is about embedding practices throughout the organisation to ensure the protection of children and / or vulnerable adults wherever possible. In contrast, child and adult protection is about responding to circumstances that arise.

Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender or culture.

It can take a number of forms, including the following:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Bullying

- Neglect
- Financial (or material) abuse

#### Definition of a child

A child is under the age of 18 (as defined in the United Nations convention on the Rights of a Child).

#### Definition of Vulnerable Adults

A vulnerable adult is a person aged 18 years or over who may be unable to take care of themselves or protect themselves from harm or from being exploited.

This may include a person who:

- Is elderly and frail
- Has a mental illness including dementia
- Has a physical or sensory disability
- Has a learning disability
- Has a severe physical illness
- Is a substance misuser
- Is homeless

All members and volunteers of the orchestra have responsibility to follow the guidance laid out in this policy and related policies, and to pass on any welfare concerns to the committee.

We expect members and volunteers of the orchestra to promote good practice by being an excellent role model, contribute to discussions about safeguarding and to positively involve people in developing safe practices.

#### Safe recruitment:

The orchestra strives to practice safe recruitment by being mindful of this policy when selecting the best members or volunteers to work with children and vulnerable adults.

#### DBS Management

The organisation commits resources to providing Disclosure and Barring Service checks on staff (paid or unpaid) whose roles involve contact with children and /or vulnerable adults.

Cairngorms Orchestra.

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