



Chelmsford Community Gospel Choir

Safeguarding Policy: Children, Young People and Vulnerable Adults

The aim of this policy is to communicate the commitment of the Committee and members to the safeguarding of children, young people and vulnerable adults who take part in Chelmsford Community Gospel Choir (CCGC) activities.

Chelmsford Community Gospel Choir believes that it is always unacceptable for anyone to experience abuse of any kind. The choir recognises its responsibility to safeguard the welfare of individuals by a commitment to practice which protects them.

Safeguarding commitments

We recognise that:

- The welfare of the child, young person or vulnerable adult is paramount.
- Everyone, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, has the right to equal protection from all types of harm or abuse.
- Working in partnership with children, young people, parents, guardians, carers, adults and other agencies is essential in promoting the welfare of all.

The purpose of this policy is:

- To provide protection for children and young people, including the children of adult members, and vulnerable adults who take part in CCGC activities.
- To provide CCGC members, staff and volunteers with guidance on procedures they should adopt in the event that they suspect a child, young person or vulnerable adult may be experiencing, or be at risk of, harm.

Implementation

We will seek to safeguard children, young people and vulnerable adults by:

- Valuing them, listening to and respecting them.
- Communicating this policy to members, along with CCGC's other policies and procedures.
- Appointing, from the choir, a named person for dealing with concerns or allegations of abuse.
- Adopting child protection guidelines through our procedures, which include a code of conduct for staff, members and volunteers.
- Incorporating safeguarding awareness into our general communications (e.g. on our website, our annual report at annual general meeting, announcements, notices and newsletters).
- Ensuring all necessary checks are made in the event of recruiting childcare staff and volunteers.
- Sharing information about child protection and good practice.
- Sharing information about concerns with agencies which need to know, and involving parents and children appropriately.

This policy applies to all CCGC members, the Musical Director, musicians, volunteers, agency staff or anyone working on behalf of CCGC. The Chair and Committee have specific responsibility for the effective implementation of this policy.



Chelmsford Community Gospel Choir

CCGC's ethos and activities

The choir's ethos, values and behavioural expectations are recorded in CCGC's Constitution, Equal Opportunities Policy and Procedures (which includes a Code of Conduct). As a community choir, we set out to encourage everyone involved in our activities to contribute to a safe, inclusive environment.

The choir's community ethos and family-friendly approach means that children, young people and vulnerable adults are welcome to take part in CCGC activities. These activities include the following examples:

- Participating or sitting in on rehearsal sessions or public performances, accompanied by a parent/guardian/carer member.
- Being an audience member at a CCGC concert, accompanied by or at the discretion of a parent/guardian/carer.
- Participating or sitting in on CCGC public workshops, along with a parent/guardian/carer member or visitor.
- Participating in childcare provision arranged by CCGC for members or visitors.
- Participating in a CCGC workshop arranged by the group or agency of which they are a member.

Monitoring and review

The effectiveness of the safeguarding policy will be reviewed regularly (at least annually) and action taken as necessary.

In reviewing the safeguarding policy we will seek the input of choir members who have child protection experience, our Musical Director and other agencies that we partner or contract with.

We will establish appropriate safeguarding procedures to assist the effective implementation of our safeguarding policy.

Signatures:

This policy is fully supported by the Chair and the Committee and was reviewed and updated by the Committee on 1st February 2018.

Chair: Print Date: **1st February 2018**

Secretary: Print Date: **1st February 2018**

Named person: Print Date: **1st February 2018**