

HLO MUSICAL COMPANY SAFEGUARDING POLICY

HLO Musical Company recognises its duty of care under the Children and Young Persons Act 1963, the Child (Performances) Regulations 1968, the Protection of Children Act 1999 and the Criminal Justice and Court Services Act 2000

HLO recognises that abuse can take many forms, whether it be physical abuse, emotional abuse, sexual abuse or neglect. The society is committed to practice which protects children and vulnerable adults from harm. All members of the society accept and recognise their responsibilities to develop awareness of the issues which cause children and vulnerable adults harm.

As such, it is HLO Musical Company's policy not to recruit members under the age of 18 or to select material for performance that would involve children. However, as an inclusive society, HLO recognises its obligations to vulnerable adults who may participate in performances and/or assist backstage or front of house. This policy therefore refers to 'vulnerable adults'.

HLO believes that:

- The welfare of vulnerable adults is paramount.
- All adults, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately.
- All members and employees of the society should be clear on how to respond appropriately.

HLO will ensure that:

- All vulnerable adults will be treated equally and with respect and dignity.
- The duty of care will always be put first.
- Enthusiastic and constructive feedback will be given rather than negative criticism.
- Bullying will not be accepted or condoned.
- Action will be taken to stop any inappropriate verbal or physical behaviour.
- It will keep up-to-date with health & safety legislation.
- It will keep informed of changes in legislation and policies for the protection of vulnerable adults.
- Where appropriate, it will undertake relevant development and training.

This policy should also be read in conjunction with HLO's Diversity Statement.

This policy will be regularly monitored by the HLO Committee and will be subject to annual review.

5 April 2022