



Child Protection Policy

Banbury Choral Society has some 80-90 active members, amateur singers from all walks of life, all of whom love choral singing. The Choral Society rehearses weekly during school term time, at Marlborough Road Methodist Church in Banbury and performs two to four concerts each year. These are usually performed at St Mary's Church, Banbury.

The Society has charitable status and is managed by a Board of Trustees, appointed by the committee, who are elected by members of the Society. The Society employs a Musical Director and a piano accompanist

The Society has recently introduced a new initiative, the Youth Outreach Scheme, which seeks to support young singers, helping to build their confidence with the experience of singing with a large choir under the direction of an experienced conductor.

The Society is committed to promoting the well-being of young people in this way, and is well aware of the central importance of the children's welfare and safety.

The Society acknowledges the responsibility it shares with the young people's teachers, for the young people's safety. It is aware of the possible risks to young people in relation to the activities they undertake. These include anything involving the young people during choir-related activities, such as rehearsal and performance duration, and standards of health and safety in the buildings used by the Society.

SAFEGUARDING POLICY

Banbury Choral Society is committed to taking all reasonable measures to ensure that the risks of harm to young people's welfare are minimised.

Banbury Choral Society recognises its duty of care towards the young people to see that all their rights to protection from abuse are upheld.

Banbury Choral Society undertakes that all suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.

Banbury Choral Society accepts that all staff and singing members have a duty of care to abide by this policy and to report concerns. All Society members and officers are required to familiarise themselves with this CPP document.

CODE OF BEHAVIOUR

Banbury Choral Society recognises that there may be a necessity for DBS* checks in certain situations and will undertake to have these put in place where the need arises.

All young people will be treated with respect at all times, regardless of ethnicity or age. Any young person in performance with the Society is a valued member of the entire team and as such is of equal importance to any other performer. At the same time, the Society expects and demands similar respectful behaviour from the children.

Children will not be subject to teasing, criticism or other derogatory behaviour from choir members. If choir members have any concerns regarding the welfare or the behaviour of any child, then these should be taken to the Children's Officer or another Designated Person.

Children will be with two adults at any time, one of whom has been DBS checked.

*DBS –Disclosure and Barring Service (which now carries out similar checks to those which were made by the CRB)

PROCEDURES

Designated members from the committee and from the body of the Society can be consulted and will undertake to implement child protection procedures as detailed in this document.

Any expression of concern regarding either a young person, or a Society member, will immediately be reported to the Chair or Vice Chair of the Society or to a Designated Person. Thereafter, the designated persons will, in conference with the Chair or Vice Chairs, decide on the most suitable course of action to resolve the problem.

The reported problem will immediately be logged.

In the event of a concern being raised about a child's welfare we will contact a social worker or the Local Authority Designated Officer (LADO). Any concerns regarding a child's behaviour will be addressed by the Children's Officer to the parents.

Any concerns which cannot be addressed directly to the person involved, due to the seriousness of the complaint will be taken directly to the LADO

Confidentiality for all parties will be maintained at every stage of such an event.

Please see below for named persons and contact details.

RESPONDING TO REPORTS OF ABUSE FROM A CHILD

Banbury Choral Society notes the importance of being alert to signals of abuse, to the difficulty children may have in reporting it, and to responding appropriately to a young person who has a

complaint. With this in mind we will appoint a Children's Officer, who will be made known to all under 18s from the start of the September term.

In the event of a young person expressing concern to the Children's Officer or another choir member the following procedure will be adhered to:

- Listen carefully
- Reassure the young person that this matter will be disclosed only to those who need to know about it
- Reassure the young person that they are doing the right thing in telling you
- Avoid leading questions or closed questions.
- Tell the young person what you are going to do next.
- Write down what has been said, with date and time and any names mentioned.

DESIGNATED PERSONS

Sue Fairbrother (Children's Officer)

Kate Brooker (Chair)

Liz Scamans (Vice-Chair)

Sheila James

Local Authority Designated Officer (LADO): Barry Armstrong, Safeguarding Team, Oxfordshire County Council, 3rd Floor, County Hall, New Road, Oxford, OX1 1NA, Barry.armstrong@oxfordshire.gov.uk
01865 815956

Social worker at the North (Oxfordshire) Assessment Team: 01865 816670

REVIEWING

Banbury Choral Society will review this policy at least annually, and will seek views on how it may be improved from appropriate sources.

Copies will be distributed immediately to all choir members and to new choir members as they join. It will also be available to all members through the website.