



Teachers Rock®

Safeguarding Policy 2019/20

The purpose and scope of this policy

The purpose of this policy is:

- ❖ to protect children and young people who participate in Teachers Rock® Youth Choir activities. This includes the children of adults who work with Teachers Rock®.
- ❖ to provide parents, associates, suppliers and volunteers with the overarching principles that guide our approach to child protection.

This policy applies to anyone working on behalf of Teachers Rock® including the board of directors, paid associates and suppliers, volunteers and students.

Legal framework

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

Teachers Rock® is committed to ensuring that children who are part of our Teachers Rock® Youth Choir stay safe from harm when in our care. We operate within a culture of safety whereby safeguarding is embedded into everything we do.

Teachers Rock® will endeavour to:

- protect children from maltreatment
- prevent impairment of children's health or development
- ensure children are growing up in circumstances consistent with the provision of safe and effective care
- take action to enable all children have the best life chances.

All Teachers Rock® Youth Choir vocal leaders are trained to adhere to and promote the Teachers Rock® safeguarding policy ensuring they understand their legal and moral responsibility to be vigilant and report anything that causes concern.

We recognise that all children and young people, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have a right to equal protection from all types of harm or abuse.

We believe that the welfare of children is paramount and we recognise and respect children's rights. We endeavour to develop good links with parents and carers and encourage their involvement in all aspects of Teachers Rock® Youth Choir development.

Teachers Rock® promotes a positive child-centred relationship between Teachers Rock® Youth Choir vocal leaders and children ensuring they listen to children and respond to their individual needs.

Teachers Rock® Child Protection Policy - working to keep children and young people safe from harm

- ◆ Teachers Rock® has a safer recruitment policy that embeds safeguarding into all areas of the recruitment process and preventing the appointment of unsuitable individuals.
- ◆ Compliance with the Teachers Rock® safeguarding policy is mandatory for all Teachers Rock® members and failure to comply may lead to membership being suspended or terminated.
- ◆ Teachers Rock® Designated Safeguarding Officer (DSO) and Deputy DSO are both Level 3 trained.
- ◆ Whistle Blowing - Teachers Rock® expect all associates, suppliers, vocal leaders and members to express any concerns that they may have with regard to the conduct of any individual in a position of trust within the organisation which could be detrimental to the safety or wellbeing of young people and/or other adults. All concerns can be raised with the Teachers Rock® lead DSO or deputy DSO. All concerns will be dealt with in confidence, although there may be a need for a whistle blower to give evidence if they have witnessed a crime.
- ◆ All new Teachers Rock® Youth Choir vocal leaders are currently working within a school or educational setting, therefore as well as adhering to the Teachers Rock® safeguarding policy they are also kept up to date with new policies and procedures through their own organisation's training.
- ◆ All Teachers Rock® Youth Choir vocal leaders will have obtained a current disclosure and barring check. All Teachers Rock® Youth Choir vocal leaders will already be working in a school or educational setting.
- ◆ Teachers Rock® promotes equality and diversity prohibiting discrimination, harassment and bullying.
- ◆ The use of mobile phones and cameras by young people will not be allowed during workshops, rehearsals and concerts. Teachers Rock® have an annual consent form procedure in place for all new members to ensure publicity, photography and use of Social Media comply with GDPR.
- ◆ Risk Assessments will be carried out for all Teachers Rock® Youth Choir workshops, twilight rehearsals, concerts and associated events.

- ◆ Designated First Aiders will be in attendance at Teachers Rock® Youth Choir workshops, twilight rehearsals, concerts and associated events.
- ◆ Where applicable, a licensed chaperone will accompany young people to Teachers Rock® Youth Choir events to comply with Child Licensing.
- ◆ All Teachers Rock® Youth Choir vocal leaders will be easily identifiable at workshops, twilight rehearsals, concerts and events through their Teachers Rock® ID badge and branded Teachers Rock® T-Shirt.
- ◆ All Teachers Rock® Youth Choir Vocal Leaders have signed the Teachers Rock® Code of Conduct.
- ◆ All recording and storing of personal information will be processed professionally and securely.
- ◆ Teachers Rock® Youth Choir will provide a safe physical environment for children, young people, associates, suppliers and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.
- ◆ All Teachers Rock® members will be aware of the complaints and whistleblowing measures that are detailed in this Safeguarding Policy document.
- ◆ This Safeguarding Policy will be reviewed annually and thereafter every three years unless there are changes in national legislation which need to be adhered to.

Teachers Rock® Code of Conduct

- Inappropriate physical contact with children must be avoided. Physical contact is only appropriate in very limited circumstances. For more detailed advice please see the Guidance for Private Music Teachers set out in the Appendix to the ISM Code of Conduct.
- It is not good practice to take children alone in a car on journeys, however short, unless with the prior consent of the child's parent or guardian, and then only in exceptional circumstances.
- Do not make suggestive or inappropriate remarks to or about a child, even in fun, as this could be misinterpreted. Inappropriate remarks include innuendo, swearing, and discussing their or your own intimate relationships.
- Do not communicate directly with children by email or text messages. If electronic communication is necessary best practice would be to communicate directly with parents or guardians.
- Never communicate with children via Twitter, Facebook or other social media.
- Do not engage in behaviour which could be construed as 'grooming' a child (for example giving a child money, presents or favours or talking or behaving in an inappropriate or unprofessional manner towards children).
- Do take a disclosure of abuse from a child seriously. It is important not to deter children from making a 'disclosure' of abuse through fear of not being believed, and to listen to what they have to say. Guidance on responding to an allegation of

abuse is set out in the next section of this document. If the allegation gives rise to a child protection concern it is important to follow the ISM's procedure for reporting such concerns, and not to attempt to investigate the concern yourself.

- Remember that those who abuse children can be of any age (even other children), gender, ethnic background or class, and it is important not to allow personal preconceptions about people to prevent appropriate action taking place.

Guidance on responding to a child making an allegation of abuse

1. Stay calm.
2. Listen carefully to what is said and show that you are taking it seriously.
3. Find an appropriate early opportunity to explain that it is likely that the information will need to be shared with others – do not promise to keep secrets.
4. Tell the child that the matter will only be disclosed to those who need to know about it.
5. Allow the child to continue at her/his own pace.
6. Ask questions for clarification only, and at all times avoid asking questions that suggest a particular answer.
7. Reassure the child that they have done the right thing in telling you.
8. Tell them what you will do next, and with whom the information will be shared (if this is in a school it will need to be the designated person within that school).
9. Make no judgment about what you have heard.
10. Record in writing what was said, using the child's own words as soon as possible – note the date, time, any names mentioned, to whom the information was given and ensure that the record is signed and dated.
11. Remember that whilst you may have been the first person encountering an allegation of abuse it is not your responsibility to decide whether abuse has occurred. That is a task for the professional child protection agencies, following a referral from the Designated Safeguarding Person in the organisation.

How to report your concerns

Suspicion or concern could be raised in a number of ways, the most likely of which are:

1. the conduct of another music professional or adult;
2. a child "disclosing" abuse;
3. bruising or evidence of physical hurt;
4. unusual behaviour by a child.

Concerns should be reported immediately to the appropriate person in the organisation, in this case Teachers Rock®.

If a child in your care has suffered a serious injury as a result of abuse, seek medical attention immediately and then inform your Local Authority Children's Social Care Department. The NSPCC will offer advice on all Safeguarding concerns. There is a free 24-hour Child Protection Helpline (0808 800 5000).

The most common examples of the types of concerns that must be reported immediately are:

- someone has behaved in a way that has harmed a child, or may have harmed a child;
- someone has possibly committed a criminal offence against or related to a child; or
- someone has behaved towards a child in a way that indicates s/he is unsuitable to work with children.

Urgent enquiries

If you believe that urgent action is needed because, for example, a child is in immediate danger or needs accommodation, phone the MASH on 0345 155 1071 and give as much information as you can. Your information will be passed immediately to a manager who will decide the action needed and will normally respond to you within one hour. You must follow up your telephone call by sending a completed referral form to the MASH within 48 hours. Email the form to mashsecure@devon.gcsx.gov.uk or post it to:
Multi-Agency Safeguarding Hub, PO Box 723, Exeter, EX1 9QS

After you have raised an enquiry about a child

If you have raised an enquiry with MASH you should always give the parents or carers of the child a copy of the factsheet. Parents should always be given this information when an enquiry has been made unless it's a serious child protection concern and doing so would put the child at risk.

Contact details

Designated Safeguarding Officer (DSO)

Name: Mr Julian Thomas

Phone/email: 07810 083088 / head@georgeham-primary.devon.sch.uk

Deputy DSO

Name: Mrs Marian Vinall

Phone/email: 07712 216831 / mvinall1@northamfederation.devon.sch.uk

Teachers Rock® are committed to reviewing our policy and good practice annually. This policy was last reviewed on: 9th May 2019