

SAFEGUARDING POLICY

1. The Policy relating to the Protection of Children and Vulnerable Adults

1.1 This policy is adopted by the Glossop Concert Society (GCS) and is intended to apply in the operation of all the activities and actions of both the Society and the Glossop Music Festival, the latter being a constituent element of the Society. The Society is a Registered Charity. It acknowledges that children and adults can be harmed through sexual, physical or emotional abuse, through neglect or through peer-on-peer abuse. We believe implacably that children and adults have a right to be kept safe from harm.

1.2 In promoting and organising musical events, concerts, recitals and other events, we welcome all members of the community, including children and young people.

1.3 We seek to follow good practice in relation to safeguarding and to take responsible and appropriate action if there is any concern about a child or (potentially) vulnerable adult involved in any of the Society's activities, where the Society (i.e. its trustees, artistic team or volunteers) has a duty of care.

2. Principles of Safeguarding

- Everyone is accountable
- Everyone is empowered to act
- Being alert to unsafe or potentially unsafe situations for children, but also for other people who may be vulnerable
- Applying proportionality in deciding what to do
- Protecting from harm
- Working in partnership

2. Procedures

2.1 In order to keep children (whom we regard as being any persons under the age of eighteen) and vulnerable adults safe from harm, we will seek to ensure that those of our team leading events in which children or young people are actively participating hold the appropriate Enhanced Disclosure Certificate of the Disclosure and Barring Service. Particular care shall be exercised when dealing with individuals on a one-to-one basis.

2.2 The Society will designate one of its trustees to have oversight of all matters relevant to this safeguarding policy and the risks that it seeks to avert. If any trustee,

member of the artistic team or volunteer is aware of a risk or safeguarding issue, they will report it to the lead trustee. In deciding how to act, the lead trustee will give due regard to the responsibility to notify other appropriate agencies. The lead trustee will keep a written record of any such occurrences.

2.3 We will seek to ensure that "unchecked" adults and volunteers have appropriate supervision and are not left alone with children. We will ensure that our trustees and the artistic direction team brief all volunteers on how to respond appropriately if evidence of a particular risk arises, including the importance of keeping all concerns of abuse confidential and of immediately notifying the Society's designated trustee.

2.4 Only in exceptional circumstances will any member of our teams need to act "in loco parentis", written approval for which having previously been sought from the child's carers. In relation to our events - and particularly our concerts and recitals which the public attend - we expect parents, teachers and carers to continue their responsibilities and oversight of the behaviour and safety of those for whom they are responsible. We aim to ensure that venues are suitable and safe for the events which we arrange.

2.5 We seek to ensure that toilet facilities are available at venues. However, we cannot provide a service of supervision of the use of such facilities by members of the audience: we expect parents and carers to provide care and supervision of their children or vulnerable adults at public events.

2.6 We also wish it to be clear that we regard parents, teachers and carers as having similar and reciprocal responsibilities for the safety of other people attending events, including artists, performers, and other audience members. Should they not attend our events we expect them to have made appropriate arrangements which would include acceptance of these responsibilities, including supervision by other suitable adults.

2.7 The lead safeguarding trustee is Cilla Hollman.

This Policy was adopted by the Society on 28 May 2026

This policy will be reviewed on an annual basis (or sooner if new legislation suggests) and updated as required.

Last reviewed on	by

Appendix 1 Action to be taken in case of concern

