



Safeguarding Policy – last reviewed February 2024

The Trustees of The Outcry Ensemble recognise that the trust has wide ranging obligations to ensure the safety and wellbeing of those who engage with the Trust's activities at any time and in any place. This is especially important for children, young people and vulnerable adults.

For the purposes of this document the term 'TOE Personnel', hereafter abbreviated to TOEP, is used to combine all those who need to be aware of the intent of this document and, to a greater or lesser extent, the detail. These are the Trust's freelance managers, technicians, the Trustees and the performers.

For the purposes of this document the term child+ or children+ is used to define children, young people and vulnerable adults.

One of the Trustees is to be nominated as the Designated Safeguarding Lead (DSL). Any concerns are to be addressed to the DSL. Sometimes circumstances dictate that the initial concern will be reported to the General Manager who must then liaise within 12 hours with the DSL. The DSL must report the matter to the relevant professionals within 24 hours of the logging of the original concern. Sometimes this will be the DSL at the school of the child concerned otherwise to social services.

The Trustees delegate the implementation of this policy to the Trust's Manager, working closely with the DSL. If that person is not present at an activity that person must delegate responsibility to a suitable person. The use of words the 'Manager' in the following includes anyone to whom that person's responsibilities have been delegated.

The Trustees recognise that the nature of TOE work means that action outlined below is very unlikely to be needed. But equally it is important that there should be a clear policy to ensure the wellbeing of children and vulnerable adults that may be involved in TOE activity.

TOEP may well come into contact with children+ at these venues who are not there as part of the TOE event.

Circumstance	Action
<p>Concern about abuse:</p> <p>Neglect Physical Emotional Sexual Female Genital Mutilation (FGM)</p>	<p>Reporting is a requirement, not an option. Reporting is not judgmental - Leave questioning to the professionals. Suspected FGM must be reported directly to the police straight away. If a child+ is perceived to be in immediate grave danger this is also a police matter. All other matters should be reported to the DSL of the venue and/or to the Trust's DSL asap and definitely within 24 hours.</p>
A child+ confides in a TOEP	<p>In the unlikely event of this happening: The child+ must be taken seriously. The TOEP must not ask any leading questions. The TOEP must explain that he/she must tell someone else, but this will be someone who can help the child+ and no-one who does not need to be told will be involved. The TOEP is to make a written record of this conversation and contact the DSL of venue and/or Trust asap and within 24 hours, unless the DSL is involved in the situation in which case the Manager must be informed. If the Manager is herself involved in the situation, a Trustee must be informed.</p>
Whistleblowing	<p>Any TOEP with concerns about the behaviour of a paid TOEP or unpaid volunteer towards a child+ or children+ must report this concern to the DSL of venue and/or Trust asap. If the concern is about the DSL then to the General Manager or any Trustee. The DSL, or other, should contact the Local Designated Officer (LADO) The needs of the child+ are paramount and they must take priority over any personal loyalty to the adult concerned.</p>
Safeguarding of TOEPs	<p>For their own safety all TOEP should aim to ensure there is always another adult present when meeting any member of the audience, especially children+ All TOEP to refrain from touching children+ TOEP to aim to use rooms with windows and to be in sight and sound of others. Consider leaving doors open also. If TOEP feel uncomfortable and it seems that a child+ shows an unnatural interest in them this must be reported to the DSL of venue and/or Trust, or to the DSL via the Manager, and the details must be written down. All TOEP except performers to wear name badges at TOE events</p>
Use of this policy	All TOEP to be sent this document. The policy should be easily accessible via the TOE website.

Contacts

Designated Safeguarding Lead	Lindsay Henshaw
Outcry Ensemble Manager	07853 275542
Police	101 or 999
Childline	0800 1111

The Trust has appointed Lindsay Henshaw as Trustee responsible for Safeguarding (DSL) and will next review its policy in February 2025