



Burbage Band (Buxton)

Safeguarding Policy

1. Introduction

Burbage Band (Buxton) is a registered charity which teaches and involves young people as part of its everyday function, and may also involve vulnerable adults. The committee and members of Burbage Band (Buxton) are determined to take all necessary steps to protect those people who participate in our activities. This document is a statement of the importance the band as an organisation places on the protection of both children and vulnerable adults, and intends to help and guide those that may be affected by the issues covered.

This safeguarding policy should be seen as a clear signal by the Burbage Band (Buxton) that it is determined to ensure all necessary steps are taken to protect from harm, those children and young people and vulnerable adults who participate in our activities at all levels.

The policy establishes our position, role and responsibilities and, together with the Child Protection Policy and procedures document clarifies what is expected of all affected by the issues of child protection.

It very clearly highlights the importance placed by Burbage Band (Buxton) on the protection of children, young people and vulnerable adults. It also safeguards and protects all personnel from the risk of false allegations of abuse or poor practice.

Everyone who participates in the activities of the band, be them brass playing, percussion playing, teaching, or generally supporting and helping us, is entitled to do so in an enjoyable and safe environment.

These principles apply to all participants, but young and vulnerable people in particular are entitled to a higher duty of care and to be protected from poor practice or abuse. Abuse can occur within many situations including the home, school and the banding environment.

Some individuals will actively seek employment or voluntary work with children in order to harm them.

Everyone involved in brass banding either in a paid or a voluntary capacity, together with those working in affiliated organisations, has a role to play in safeguarding the welfare of children / vulnerable adults and preventing their abuse. Anyone who may have regular contact with children / vulnerable adults will be a very important link in identifying cases where a child / vulnerable adult needs protection.

2. Policy Statement

The Committee and members of the Burbage Band (Buxton) are committed to the following:

- Making the welfare of young people and vulnerable adults paramount
- Ensuring opportunities within our organisation for all young people and vulnerable adults, whatever their age, culture, disability, gender, language, racial origin, religious belief and/or sexual identity to be able to participate in brass banding in an enjoyable and safe environment.
- Taking all reasonable steps to protect young people and vulnerable adults from harm, discrimination and degrading treatment and to respect their rights, wishes and feelings.
- Taking action swiftly and appropriately to all suspicions and allegations of poor practice or abuse.
- Ensuring that all its members will accept responsibility for the welfare of the young people in their care in accordance with this child protection policy, and have incorporated these principles within our constitution.

3. Bullying

We recognise that: Bullying is behaviour, 'usually repeated over time, that intentionally hurts another individual or group of individuals, physically or emotionally'. One person or a group can bully others; Bullying can occur either face-to-face between individuals or groups or online, using information technology, such as computers or mobile phones.

Bullying can include:

- verbal teasing or making fun of someone;
- excluding members from activities and conversations;
- pressurising other members not to be friends with the person who is being bullied;
- spreading hurtful rumours or passing round inappropriate photographs/images/drawings;
- shouting at or verbally abusing someone;
- stealing or damaging someone's belongings;
- making threats;
- forcing someone to do something embarrassing, harmful or dangerous;
- harassment based on race, gender, sexuality or disability;
- physical or sexual assault (although all sexual incidents and all but very minor physical incidents constitute abuse and must be dealt with in accordance with child protection and adult safeguarding procedures).

Bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm. People are often targeted by bullies because they appear different from others. Bullying may be perpetrated either directly in person or online. We all have a role to play in preventing bullying and putting a stop to bullying.

The purpose of this policy is:

- to prevent bullying from happening in our brass band, as much as possible;
- when bullying does happen, to make sure it is stopped as soon as possible and that those involved receive the support they need;
- to provide information to all members, volunteers, young people, adults at risk, and their families about what we should all do to prevent and deal with bullying.

We will seek to prevent bullying by:

- Developing a code of behaviour that sets out the 'dos and don'ts' in terms of how everyone involved in the band is expected to behave, both in face-to-face contact and online.
- Advertise and promote the band in a way that will help to attract members from diverse groups.
- Provide welcome information to new members and help them to settle in.
- Hold discussions with members, volunteers, young people, adults at risk and families who are part of the band to ensure that they understand our anti-bullying policy.

When bullying occurs, we will respond to it by:

- Having a clear anti-bullying procedure in place;
- Providing support and training for Officers and volunteers on dealing with all forms of bullying, including racial, sexist, homophobic and sexual bullying;
- Addressing the issue from the point of view of the person being bullied, the bully, any bystanders and the band as a whole;
- Reviewing the plan developed to address the bullying, to ensure that the problem has been resolved;
- Avoiding any punishments that make the individuals concerned seem small, or look or feel foolish in front of others.

4. Use of electronic communication with children, young people and adults at risk

Communication by electronic means or by texting will not be used with children under the age of 18 on an individual basis.

All communication in these forms will be via their parents/carers. The rest of the principles relate to group communication or to individual communication with adults at risk and young adults aged 18 and over. The key point is that communication should be in a context of transparency and accountability.

- Members should not share their personal phone numbers with anyone under 18;
- communication that needs to be made electronically should be via email and parents should be copied in
- Electronic communication should only be used for reasons relating to band business and not for general socialising purposes
- Other members of the band leadership team should be aware of the situations in which these means of communication are being used
- Leaders, staff and volunteers should not invite young people and adults at risk to their personal social networking page and should politely decline requests from any young person under the age of 18, explaining that this is band policy
- Where possible, group pages should be used on social media for communicating
- Care should be exercised in posting to Facebook, Twitter etc as comments made on the spur of the moment may not always come out as intended and can be passed on extremely quickly around a large audience
- Communication by electronic means with young people should never take place during school hours.
- Where possible, email and messaging should take place to and within groups rather than individuals
- Webcams will not be used where an online platform is used for one to one conversations
- Records of communications will be kept just as they would be for written communication. If a staff member's or volunteer's mobile phone does not allow text messages to be saved then a written record should be kept
- The principles for the use of social media will be communicated to children, young people and adults
- Any content which raises a safeguarding concern should be reported to the band's Safeguarding/Welfare Officer using the procedure outlined in the band's safeguarding procedures.