

Bear Pit Theatre Safeguarding Policy

1. Policy Statement

The Bear Pit Theatre is committed to ensuring the safety and well-being of all children, young people, and vulnerable adults who engage with our organisation. We recognise our responsibility to safeguard these individuals from harm and to promote their welfare.

2. Scope

This policy applies to all staff, volunteers, trustees, and anyone working on behalf of the Bear Pit Theatre.

3. Principles

- The welfare of children, young people, and vulnerable adults is paramount.
- All individuals, regardless of age, disability, gender, race, religion, or sexual orientation, have the right to equal protection from harm.
- We will work in partnership with children, young people, vulnerable adults, their parents, carers, and other agencies to promote their welfare.

4. Roles and Responsibilities

- The Board of Trustees is responsible for ensuring that this policy is implemented and regularly reviewed.
- The Designated Safeguarding Lead (DSL) is responsible for handling safeguarding concerns and ensuring that all staff and volunteers are aware of this policy.
- All staff and volunteers are responsible for familiarising themselves with this policy and reporting any safeguarding concerns to the DSL.

5. Safe Recruitment

- All staff and volunteers will receive safeguarding training appropriate to their role.

6. Reporting Concerns

- Any staff member or volunteer who has a safeguarding concern should report it to the DSL as soon as possible.
- The DSL will follow the theatre's safeguarding procedures, which include reporting concerns to the appropriate authorities if necessary.

7. Code of Conduct

- All staff and volunteers are expected to adhere to the theatre's code of conduct, which includes guidelines on appropriate behaviour towards children, young people, and vulnerable adults.

8. Photography and Social Media

- Permission will be sought from parents/carers before any photographs or videos of children or vulnerable adults are taken or used for publicity purposes.
- Staff and volunteers should not connect with children or vulnerable adults through personal social media accounts.

9. Whistleblowing

- The theatre has a separate whistleblowing policy which outlines how staff and volunteers can raise concerns about the conduct of others.

10. Review

- This policy will be reviewed annually or sooner if required due to changes in legislation or circumstances.

Designated Safeguarding Lead (DSL):

Name: Richard Sandle-Keynes

Contact details: info@thebearpit.org.uk

This policy was last reviewed on 20 May 2025

Signed:

Chair of Trustees