



Corn eXchange Young Performers - CXYP

POLICY ON THE PROTECTION OF CHILDREN AND YOUNG PEOPLE

Corn Exchange Young Performers (CXYP) and Biggar Corn Exchange Ltd, of which CXYP is part, are committed to the protection of children and regard the safeguarding and promoting of the interest and wellbeing of children as of paramount importance.

Children in this context are those under the age of 18.

It is the duty of all those employed or involved with the organisation to ensure that all participants in workshops and other BCE activities are safeguarded from physical, sexual and emotional harm whilst taking part in BCE activities. This duty applies irrespective of whether these activities take place within the premises of the Corn Exchange, other venues, during authorised external events such as theatre trips, but not limited to theatre trips, or on social occasions.

In order to achieve these safeguards, all performance Directors, Group Leaders, Assistant Group Leaders, Trainers and others working with children and young people are required to follow the Code of Good Practice set out below.

CODE OF GOOD PRACTICE

As an adult working with children and young people on behalf of BCE/CXYP

You should:

- ✓ Treat all children and young people with respect
- ✓ Provide a good example of acceptable behaviour
- ✓ Plan activities which involve more than one person being present, or ensure that other adults are within sight or hearing wherever possible
- ✓ Respect everyone's right to personal privacy
- ✓ Be available to listen to the concerns of young participants and to refer them to other sources of help where appropriate
- ✓ Try to ensure that your actions cannot be misunderstood or cause offence
- ✓ Encourage young participants to feel comfortable enough to point out attitudes and behaviour they do not like
- ✓ Show understanding when dealing with sensitive issues and recognise that caution is required when discussing such issues
- ✓ Be aware that even caring physical contact with a child or young person may be misinterpreted

You should not:

- Permit abusive behaviour e.g. bullying, taunting, racist behaviour
- Have inappropriate physical or verbal contact with children and young people
- Share your contact details with young people or connect with them on social media
- Jump to conclusions about others
- Allow yourself to be drawn into inappropriate attention-seeking behaviour such as crushes or tantrums
- Show favouritism to any individual
- Exaggerate or trivialise any child abuse issues *i.e possible physical, sexual or emotional harm*
- Make suggestive remarks or actions, even in jest
- Deliberately place yourself or others in a potentially compromising situation
- Believe "it could never happen to me"

What to do

If you have any reason to suspect that a child or young person in any CXYP class, event or activity is being abused:

- Inform Mike Chad, chair of CXYP or Barbara Duffner, independent member of CXYP, of your suspicions/concerns
- Make a written record with relevant dates of all that you have been told (you must not seek to decide what is or isn't accurate) and give a copy to Mike Chad or Barbara Duffner

If a child or young person tells you about abuse by someone else

- Stay calm
- Try to act normally, listen sympathetically, enabling the individual to speak freely. Only ask questions in order to clarify what has been said.
- Do not attempt to investigate nor be in any way judgmental
- Offer support and reassurance; assure the individual that you understand what is being said.
- Explain that you will speak either to the Chair or independent member of CXYP. You cannot keep what has been said to yourself
- Make a written record with relevant dates of all that you have been told (you must not seek to decide what is or isn't accurate) and give a copy to Mike Chad or Barbara Duffner

If you receive an allegation of abuse about yourself or anyone covered by this policy

- Immediately inform the Chair of CXYP or independent member
- Make and keep a written record of what has been said, what you know and key dates/events
- Try to ensure (by your own actions or with the help of the Chair or independent member) that no-one is placed in a position which could lead to further compromise or harm

In ALL cases you MUST refer the matter

SEEKING ADVICE – GENERAL

If you would welcome any advice please contact Mike Chad 01899 220446 or 07710 298551 or Barbara Duffner 01899 220158 or 07906438145