

### **Child Protection Policy**

The Newmarket Operatic & Dramatic Society Ltd (Nomads) recognises its duty of care under the Children and Young Persons Act 1963, the Child (Performances) Regulations 1968, the Protection of Children Act 1999 and the Criminal Justice and Court Services Act 2000 (in Scotland change to Protection of Children (Scotland) Act 2003).

Nomads recognises that abuse can take many forms, whether it be physical abuse, emotional abuse, sexual abuse or neglect. The society is committed to practice which protects children from harm. All members of the society accept and recognise their responsibilities to develop awareness of the issues which cause children harm.

#### **Nomads Believes That:**

- The welfare of the child is paramount.
- Safeguarding children is the responsibility of everyone.
- All children, whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity have the right to protection from abuse.
- All suspicions and allegations of abuse should be taken seriously and responded to swiftly and appropriately.
- All members and employees of the society should be clear on how to respond appropriately.

#### **Nomads Will Ensure That:**

- All children will be treated equally and with respect and dignity.
- The duty of care to children will always be put first.
- A balanced relationship based on mutual trust will be built which empowers the children to share in the decision-making process.
- Enthusiastic and constructive feedback will be given rather than negative criticism.
- Bullying will not be accepted or condoned.
- All adult members of the society act as a positive role model when dealing with other people.
- Action will be taken to stop any inappropriate verbal or physical behaviour.
- It will keep up to date with health & safety legislation.
- It will keep informed of changes in legislation and policies for the protection of children.
- The Child Protection Procedures are always followed.
- It will undertake relevant development and training and that a suitably trained Child Protection Officer is always in place.
- It will hold a register of every child involved with the society and will retain contact information and medical information in case of emergencies. This information will be stored securely in line with data protection requirements and only so long as the young person is involved in Nomads activities.
- We follow up references for anyone working with any children within our society.

#### **Nomads Will Ensure;**

- We provide details of the code of conduct within our rules to all children and young people in our care and their parent/carers.
- We endeavour to create a safe & friendly environment for young people.
- Other members such as Youth Leaders, tutors, Stage Manager, Trustees, Director of Productions and their Production Team are familiar with Work Place Health & Safety requirements and Child Protection and conduct inductions with all young people in our care as well as carers.
- Young people feel comfortable during black-outs and be aware of the space so they can safely get on to and off the stage. Adults will supervise in the wings at all times and risk assessments are to be carried out for every show.

- We are aware about any special needs or medication required by young people in our care.
- We follow specifications for minimum adult/child ratios for activities (1:10 for Kings Kids & 1:12 for Young Nomads).
- We are vigilant about the constant supervision of young people when on our premises. Young people will not to be permitted to be alone on site, or work outside the premises without supervision.
- We communicate directly with parents/carers in the event of a breach of this policy.
- Adults will only work with young people in groups and never in one-on-one situations or in isolation.
- Single-sex dressing room facilities providing adequate privacy will be provided at the time of rehearsals and performances.
- In order to safeguard young people, it is necessary for them to be able to go to the toilet independently.
- Communication via mobile phones between young people and senior members should be restricted to legitimate theatre business only.
- Smoking is not permitted anywhere within the theatre building. (When smoking is required on stage during a performance, electronic cigarettes will be used).
- Alcohol is not permitted backstage at any time. Alcohol is only permitted in the front of house areas and to be purchased and consumed by adults i.e. person over the age of 18.

Nomads has child protection procedures which accompany this policy. This policy should also be read in conjunction with Nomads Social Responsibility Policy and Nomads Health & Safety Policy.

Nomads has a dedicated Child Protection Officer, who is in charge of ensuring that the child protection policy and procedures are adhered to. That person's name is Andy McGowan and he can be contacted on 07891 569288 or by email at [andy@newmarketkingstheatre.com](mailto:andy@newmarketkingstheatre.com)

This policy will be regularly monitored by the Trustees of the society (Nomads Board of Directors) and will be subject to an annual review.

**Chairman;**

**Dated:** 01/08/2024

