

Exeter Railway Band Safeguarding Policy

7th November 2021

What is safeguarding?

Safeguarding is the protection of people's health, well-being and human rights; enabling them to live free from harm, abuse and neglect. Safeguarding is a collective responsibility. It is an integral part of providing high-quality activities. It is for everyone, as well as those most in need of protection including

- Children and young people
- Vulnerable Adults.

Why do we need a Safeguarding Policy?

It is a legal requirement of organisations to have a safeguarding policy. Safeguarding supports the protection of all who attend any of the activities offered by Exeter Railway Band. The Band believe that no one should experience harm of any kind. We have a responsibility to promote the welfare of all members and to keep them safe. It's important that everyone associated with The Band promotes respect and understanding for the safety and welfare of others.

We recognise that:

- The welfare of the members is paramount.
- Everyone regardless of age, disability, gender, racial heritage, social background, religious belief, sexual orientation or identity, have a right to equal protection from all types of harm or abuse.
- Some people are more vulnerable due to previous experiences, or additional needs such as level of dependency, communication, disability or other issues.
- Working in partnership with members promoting the welfare of the band.

What is the purpose of this Policy?

- To protect children, young people and adults who are members of the Band.
- To provide staff and volunteers with the overarching principles that guide our approach to safeguarding.

Who does it apply to?

This applies to everyone in different capacities

- Members to know what is expected of them by the band.
- Committee who is responsible for ensuring this is applied.
- Any member who may at time be vulnerable and in particular those under 18 years old.

How does the band safeguard people?

- Valuing them, listening to and respecting them.
- Adopting good safeguarding practices by members and associates

- Appointing a designated Safeguarding Officer
- Undertaking and ensure up to date training of those with responsibility.
- Providing effective management for members and volunteers through supervision, training, and support.
- Recording and storing information professionally and securely.
- Using our safeguarding procedures to share concerns and relevant information with agencies who need to know as appropriate.
- Using our procedures to investigate any allegations appropriately.
- Creating and maintain an anti-bullying environment and ensuring that procedures are in place should the need arise.
- Ensuring that we are a safe physical environment for our children and young people, members, leaders and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance.

What do we expect of band members and associates?

- **Do** remember that you are a role model at ALL times. Set a good example for others to follow.
- **Do** treat everyone with dignity and respect
- **Do be** inclusive and treat all people equally
- **Do** remember that you have been placed in a position of trust - do not abuse this
- **Do** report all allegations, suspicions and concerns as soon as they are raised
- **Do** remember that someone may misinterpret your actions
- **Do** respect a person's right to personal privacy
- **Do** act within appropriate boundaries, even in difficult circumstances
- **Do** encourage an open and transparent culture, where people can challenge inappropriate attitudes or behaviours
- **Do** make everyone aware of our safeguarding arrangements
- **Do** create an environment where people feel safe to voice their concerns
- **Do** plan activities that involve more than one other person being present, or at least within sight and hearing of others.
- **Do be** aware and vigilant so that you are alert when something is wrong.
- **Do not** plan to be alone with a young person or vulnerable adult
- **Do not** trivialise concerns or let it go unreported
- **Do not** assume or overstep the boundaries between yourself and others
- **Do not** allow intimidating or bullying behaviour
- **Do not** use inappropriate, suggestive or threatening language, whether verbal, written or online
- **Do not** rely on your reputation or position to protect you
- **Do not** assume that someone else has responded to a concern.