

## **Our Beliefs**

Bispham CastAways recognises it's 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. We recognise that abuse can take many forms, whether it be physical abuse, emotional abuse, sexual abuse or neglect. Bispham CastAways is committed to good practice which protects children from harm, whether they are those members of Bispham CastAways aged 16-18 or those children attending our performances. All of our members accept and recognise their responsibilities to develop awareness of the issues which cause children harm. Bispham CastAways believes that:

- The welfare of the child is paramount.
- 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 allegation of abuse should be taken seriously and responded to swiftly and appropriately using our safeguarding procedures and report form.
- All members of the society should be clear on how to respond appropriately to any disclosure.

## **Our Principles**

Bispham CastAways will ensure that:

- All children will be treated equally with respect and dignity.
- The duty of care to children will always be put first, whether they are members or in the audience.
- With members aged 16-18, a signature from a parent or guardian will be required for membership.
- A balanced relationship will be built between adult members and those aged 16-18 based on mutual trust, which will empower young people to share in the decision-making process.
- A manager position named "Youth Recruitment and Retention Manager" will be invited to all Trustee meetings as well as general meetings, as explained in our Constitution:

"This position should be appointed to a member who is aged 16-18, is agreed by the majority vote of the charity trustees at a trustee meeting, holds this position for two years from the AGM closest to appointment to the AGM closest to 24 months from their appointment date, has the right to attend all trustee meetings (in addition to the general meetings) and whose point of view should be given due attention to on all resolutions."

- Enthusiastic and constructive feedback will be given rather than negative criticism to all members.
- Bullying of any type will not be accepted, tolerated or condoned.
- All adult members of Bispham CastAways will be guided to provide positive role models for dealing with other people, including those vulnerable adults who find social situations difficult.
- Immediate action will be taken by the Trustees to stop any inappropriate verbal or physical behaviour.
- Bispham CastAways will keep informed of current child protection and health and safety legislation, policy and relevant changes to these. We will undertake any relevant development and training required to aid our Trustees in doing this.
- A register of each member of Bispham CastAways who is aged 16-18 will retain a contact name and number close to hand at all rehearsals, meetings and performances in case of emergencies.

### **Other Policies and Procedures**

This policy should be read in conjunction with Bispham CastAways Equal Opportunities Policy, Safeguarding Policy and Health and Safety Policy.

If children under the age of 16 are being used by other organisations performing during a Bispham CastAways event, we will provide a separate dressing room, a safety talk and a list of rules. We will also make sure due diligence is taken when choosing a group involving children to become involved with in a production. We expect the other group to be responsible for adequate supervision of the children, the provision of suitable chaperones, risk assessment and monitoring of risk, and should have their own child protection policies and procedures in place.

This policy will be regularly monitored by the Trustees of Bispham CastAways and will be subject to an annual review.

Bispham CastAways has a dedicated Child Protection and Safeguarding Officer, who is in charge of ensuring our policies are adhered to. Their name and contact details are as follows:

Debbie Flavell  
07715399838  
[debbief1973@hotmail.com](mailto:debbief1973@hotmail.com)  
24 Oxford Road  
Blackpool  
FY1 3QL

Date for review - July 2019