

The purpose and scope of this policy statement

The purpose of this policy statement is:

- To protect children, young people and vulnerable adults who receive Labrador Events' services from harm. This includes the children of adults who use our services.
- To provide staff, volunteers, children, young people, vulnerable adults and their families or carers with the overarching principles that guide our approach to safeguarding.

A child and/or young person is defined as anyone under the age of 18.

This policy applies to anyone working on behalf of Labrador Events, including senior managers, contracted staff, volunteers, sessional workers, agency staff and students.

Where Labrador Events hosts events online, all attendees - including both participants and those working on behalf of Labrador Events - are also expected to comply with [YouTube's Community Guidelines](#) while attending events on that platform.

Legal framework

As Labrador Events is owned by The Self-Isolation Choir Limited (a company registered in England), this policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children, young people and vulnerable adults in England. A summary of the key legislation is available from the [NSPCC's website](#).

This policy has also taken into consideration safeguarding guidance from the UK Department for Education, the NSPCC, Hourglass, and the Keeping Children Safe International Child Safeguarding Standards.

Supporting documents

This policy statement should be read alongside our other organisational policies and related documents available on our website and/or on request from comeandsing@labradorevents.com.

We believe that:

- All children, young people and vulnerable adults who come into contact with Labrador Events, wherever they are and whatever they are doing, have the right to protection from harm, abuse or violations of their human rights.

- Everyone should have the right to enjoy activities in a happy, secure and safe environment, without experiencing abuse of any kind.
- We have a responsibility to promote the welfare of all children, young people and vulnerable adults, to keep them safe and to practise in a way that protects them.
- All members of the public, as well as professionals, have a responsibility for the protection of others and a duty to report concerns about their safety or welfare.

We recognise that:

- All children, young people and vulnerable adults, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse.
- Some children, young people and vulnerable adults are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- Working in partnership with children, young people and vulnerable adults, their parents, carers and other agencies is essential in promoting their welfare.

We will seek to keep children, young people and vulnerable adults safe by:

- Valuing, listening to and respecting them.
- Appointing a nominated safeguarding lead for children, young people and vulnerable adults.
- Adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff and volunteers.
- Designing child-safe projects and programmes that minimise the risk of harm to any children exposed to them, directly or indirectly.
- Recruiting and selecting staff and volunteers safely.
- Recording, storing and using information professionally and securely, in line with data protection legislation and guidance and our [Privacy Policy](#).
- Making sure that children, young people, vulnerable adults, their families and carers know where to go for help if they have a concern.
- Building a safeguarding culture where staff and volunteers, children, young people and their families, treat each other with respect and are comfortable about sharing concerns.

- Treating any safeguarding concerns seriously.
- Sharing any safeguarding concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately.
- Managing any allegations against staff and volunteers appropriately, in a way that is sensitive and fair to the complainant, to witnesses and the subject of complaint, while always acting in the best interests of all people.
- Creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise.
- Ensuring that we have effective complaints and whistleblowing measures in place.

Contact details

If a child, young person or vulnerable adult has a concern, or if anybody has a safeguarding concern about a child, young person or vulnerable adult, they can contact Labrador Events's Lead for Safeguarding and Child Protection and/or the NSPCC or Hourglass using the contact details below:

Lead for safeguarding and child protection

Name: Mr Mark Strachan

Email: comeandsing@labradorevents.com

NSPCC Helpline

<https://www.nspcc.org.uk/keeping-children-safe/reporting-abuse/nspcc-helpline>

Hourglass Helpline

<https://wearehourglass.org/hourglass-services>

Review

Labrador Events is committed to reviewing this policy and good practice annually.

This policy was last reviewed on (date): 06/03/2024

Signed:



Mark Strachan, Founder, Labrador Events