



SAFEGUARDING POLICY

INTRODUCTION

The Bach Choir is recognised as one of the world's leading choruses. It has some 200 active members, amateur singers from all walks of life, all of whom are dedicated to the promotion of choral music. The Choir rehearses once a week in central London, and has an annual schedule of some 15 concerts, as well as special events, international tours, recordings, and regular concerts for charities.

The Choir has charitable status and is managed by an elected Board of Trustees, appointed at the Choir's Annual General Meeting. The Choir employs a Musical Director and General Manager, and also uses the services of a piano accompanist, a part time fundraiser and a Public Relations company.

A special feature of the Choir is its Outreach programme, which aims to introduce music to young children (aged 7 – 14) who might not otherwise have such opportunities, involving them in the Choir's work, and developing their own choral singing through workshops in schools, and school visits to The Bach Choir's rehearsals and concerts.

The Bach Choir is committed to promoting the well-being of children and young people in this way, and is well aware of the central importance of the children's welfare and safety.

The Bach Choir acknowledges the responsibility it shares with the children's teachers, for the children's safety. It is aware of the possible risks to children in relation to the activities they undertake. These include anything involving the children during choir-related activities, such as travel, rehearsal and performance duration, and standards of health and safety in the buildings used by the Choir.

SAFEGUARDING POLICY

The Bach Choir is committed to taking all reasonable measures to ensure that the risks of harm to children's welfare are minimised.

The Choir recognises its duty of care towards the children to see that all young people's rights to protection from abuse are upheld.

The Choir recognises that all suspicions or allegations of abuse will be taken seriously and responded to swiftly and appropriately.

The Choir accepts that all Choir staff and singing members have a duty of care to abide by this policy and to report concerns. All Choir members and officers are required to familiarise themselves with this CPP document.

CODE OF BEHAVIOUR

The Bach Choir recognises the importance of, and already implements, careful timetabling and its distribution among the entire membership of the group, visiting children and teachers included.

The Choir recognises that while children are working together with Choir members, class teachers must always be present.

The Choir recognises that there may be a necessity for CRB checks in certain situations and will undertake to have these put in place where the need arises.

All children will be treated with respect at all times, regardless of age, sex or ethnicity. Any child or young person in performance with the Choir is a valued member of the entire team and as such is of equal importance to any other performer.

At the same time, the Choir expects similar respectful behaviour from the children.

RECRUITMENT

The Bach Choir will assume that all teachers, parents and other adults accompanying children have been recruited according to the practices laid down by selection criteria in place at their schools, including CRB checks, documentary evidence of qualifications, and references followed through in writing.

PROCEDURES

Designated members from the Board of Trustees can be consulted, as can members from the body of the Choir who have undertaken training in child protection procedures through the NSPCC online training courses, and in accordance with DCSF guidelines.

Any expression of concern regarding either a child, or a Choir member, will immediately be reported to the designated trained Choir members who will in turn report to the Chair of the Board of Trustees or one of the Vice Chairs and in conference with them decide on the most suitable course of action to resolve the problem.

The reported problem will immediately be logged.

Confidentiality for all parties will be maintained at every stage of such an event.

Please see below for named persons and contact details.

RESPONDING TO REPORTS OF ABUSE FROM A CHILD

The Bach Choir notes the importance of being alert to signals of abuse, to the difficulty children may have in reporting it, and to responding appropriately to a child who has a complaint.

Some helpful responses:

- Remain calm, accessible and receptive
- Listen carefully without interrupting
- Be aware of the non-verbal messages you are giving
- Make it clear that you are taking them seriously
- Acknowledge their courage and reassure them they are right to tell
- Reassure them that they should not feel guilty and that you're sorry that this has happened to them
- Avoid leading questions.
- Tell the child what you are going to do next.

- Write down what was said and who was present, using the child's actual words wherever possible.

REVIEWING

The Bach Choir will review this policy at least annually, and will seek views on how it may be improved from appropriate sources.

Copies will be distributed immediately to new Choir members as part of their 'new member' pack, and to all members annually prior to the AGM, where it will be presented for approval.

CONTACT DETAILS

Where a concern is raised by a child, the Choir expects the child to approach his/her teacher in the first instance. The teacher should then approach one of the designated persons listed below, who will in turn contact one of the choir officers listed below.

Where any Choir member has a concern relating to a Choir member working with the children, he/she should approach one of the designated persons listed below, who will in turn contact one of the Choir officers listed below.

The Local Authority Designated Officer (LADO) should be contacted if there is suspicion of child abuse by an adult volunteer working with children.

DESIGNATED PERSONS

Moyra Gregory

moyra.gregory@thebachchoir.org.uk

Joanna Sullam

jo.sullam@thebachchoir.org.uk

Jo Houston

jo.houston@thebachchoir.org.uk

THE BACH CHOIR OFFICERS

Paul Cutts (Chair, Board of Trustees)

paul.cutts@thebachchoir.org.uk

Chris Lemar (Vice-chair, Board of Trustees)

chris.lemar@thebachchoir.org.uk

Katharine Richman (Vice-chair, Board of Trustees)

katharine@thebachchoir.org.uk

LOCAL AUTHORITY DESIGNATED OFFICER

Jane Foster

020 7641 6108

Access Team for Tri-borough Partnership

020 7641 4000

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