



The Melton Musical Theatre Company (TMMTC) **Safeguarding Policy & Procedures**

* To be used alongside the TMMTC Code of Conduct

➤ **Safeguarding and Child protection Policy Statement**

The Melton Musical Theatre Company (TMMTC) is a community theatre company run by a committee of volunteers to provide the local population of Melton the opportunity to take part and perform in amateur theatre productions. Whilst the Company does not employ staff we engage adults in paid positions for roles such as director, musical director, choreographer or rehearsal pianist to work with the Company members during the rehearsal period and performances. We also engage musicians for performance nights. We work with a range of supporters and volunteers during the rehearsal period and more so during performances to provide technical support with light and sound, and to help front of house and backstage.

We believe that everyone has a responsibility to promote the welfare of children, young people and at risk adults, and to protect them whilst allowing them to experience theatre performance and production in a way that keeps them safe.

TMMTC is fully committed to safeguarding the welfare of all children, young people and adults at risk that perform or work with the Company. The Company recognises its responsibility to take all reasonable steps to promote best practice and to protect the welfare of the company members, the production team, technical and backstage crew, volunteers and others supporting the Company from harm, physical, sexual, or emotional abuse and exploitation.

➤ **Purpose**

To provide company members, the production team, technical and backstage crew, volunteers and others supporting the Company with the overarching principles that guide our approach to safeguarding and child protection. This policy applies to all those working with TMMTC.

➤ **Definitions**

Child: The Children Act 1989 definition of a child is anyone under the age of 18.

Adult at risk: An adult at risk is 'any person who is aged 18 years or over and at risk of abuse or neglect because of their needs for care and support' (Care Act 2014 [England]).

➤ **Safeguarding Policy**

TMMTC will encourage the development of an ethos that embraces difference and diversity and respects the rights of all children, young people and adults, regardless of age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity.

TMMTC will ensure the appropriate [performance licenses](#) and risk assessments are in place to help ensure the well-being of members and volunteers.

TMMTC acknowledges its duty to act appropriately in regard to any allegations, concerns, reports or suspicions of abuse or actions that may put others at risk.

We will have in place a **Code of Conduct** that outlines the behaviour we expect from all members, volunteers and those working with TMMTC during rehearsals and shows.



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The TMMTC Committee will do its best to:

- Develop best practice in relation to providing a safe and secure environment for children, members, volunteers, production team members and visitors, and promote a climate where children and adults will feel confident about sharing any concerns which they may have about their own safety or the well-being of others.
- Endeavour to ensure that members working with children and vulnerable adults understand their legal and moral obligations to protect them from harm, abuse, and exploitation.
- Endeavour to ensure that members understand their responsibility to work to the principles detailed in the Company's Safeguarding Policy and procedures.
- Endeavour to ensure that the designated Safeguarding Lead understands his/her responsibility to refer any concerns to the statutory agencies (i.e., the Police and/or Social Care)
- Endeavour to keep up to date with national developments relating to the care and protection of children, young people and vulnerable adults.
- Endeavour to ensure that members understand their obligations to report care or protection concerns about a child/young person/vulnerable adult, or a member's conduct towards them, to the Company's designated Safeguarding Lead.
- Investigate any allegation or suspicion of abuse, and deal with it appropriately following procedures agreed by the Committee.
- Ensure that all procedures relating to the conduct of members are implemented in a consistent and equitable manner.

Failure to comply with the policy and related procedures should be reported and addressed without delay and may ultimately result in dismissal or exclusion from the Company.

➤ **Reporting Safeguarding Concerns**

Any safeguarding concerns should be reported to a member of the TMMTC Committee.

Whilst for the protection of those involved Safeguarding reports must be kept confidential, details may be shared with other members of the TMMTC Committee where appropriate or necessary.

Standards for reference:

[NSPCC safeguarding standards and guidance \(England\)](#)