

Safeguarding, Policy Statement

Bath Philharmonia is committed to creating and maintaining the safest possible environment for children, vulnerable adults, musicians, music leaders and staff, taking part in Orchestral or Creative Learning events, projects and other activities.

- We recognise that all children and vulnerable adults have the right to be free from abuse.
- Children and vulnerable adults are treated equitably and sensitively, regardless of disability, gender, race, religion or belief, sexual orientation, or age.
- We will ensure that all staff and volunteers are carefully selected and accept responsibility for helping to prevent the physical, sexual or emotional abuse of children and vulnerable adults in their care
- We will respond quickly and appropriately to all suspicions and allegations of abuse
- We have appointed a **Child Protection Officer** who will take specific responsibility for child protection. This will be the **General Manager**, with the Orchestra Administrator aware of all necessary procedures in his/her absence.
- Disclosure and Barring Service (DBS) checks are required for all Bath Philharmonia staff, freelance music leaders or anyone who is engaged in work which involves regulated activities and/or substantial unsupervised contact with children or vulnerable adults.
- We review the effectiveness of our Child Protection Policy on an annual basis

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