

Procedural guidance

Youth Music safeguarding policy

Policy statement

Youth Music is a national charity investing in music-making projects for children and young people experiencing challenging circumstances. We support around 350 projects each year, working with around 75,000 children and young people up to the age of 25. We therefore acknowledge the duty of care we hold with regards to the safeguarding of children and young people, and as a result we have developed this Safeguarding Policy which establishes a framework to support staff and trustees in their practices and clarifies the charity's expectations for staff, trustees and organisations with whom we work.

The purpose of this policy is:

- To protect children and young people taking part in projects that receive Youth Music's funding; and
- To provide staff and trustees with the overarching principles that guide our approach to safeguarding of children and young people.

Youth Music acknowledges that some of the children and young people our projects support can be particularly vulnerable to abuse and we accept the responsibility to take reasonable and appropriate steps to ensure their welfare.

While Youth Music does not work directly with children and young people, we make grants to organisations that do. Youth Music takes the safeguarding of children and young people seriously and we expect organisations applying for our funding to have a safeguarding policy and procedures which are up-to-date and relevant to their beneficiaries.

Definitions

Children

A child is anyone under the age of 18 years.

Adults at risk

Some of our grant recipients may also work with young people over 18, some of whom may be 'adults at risk'. An adult at risk of abuse or neglect is defined by the Care Act 2014 as someone who is experiencing or at risk of abuse and has needs for care and support which mean they are unable to protect themselves against the abuse or neglect or the risk of it.

We have a wider definition of whom we consider to be adults at risk. This includes people encountering domestic abuse, sexual exploitation and/or human trafficking, people who are

experiencing homelessness, people experiencing addiction problems, and people who are refugees or asylum seekers.

Safeguarding

Safeguarding is about embedding practices throughout the organisation to ensure the protection of children and young people wherever possible; and dealing sensitively and appropriately with the situation should any incident arise which places a child or young person at risk, or in which a child or young person has suffered abuse.

Abuse is a selfish act of oppression and injustice, exploitation and manipulation of power by those in a position of authority. This can be caused by those inflicting harm or those who fail to act to prevent harm. Abuse is not restricted to any socio-economic group, gender or culture.

It can take a number of forms, including the following:

- Physical abuse
- Sexual abuse
- Emotional abuse
- Neglect
- Financial abuse

Principles

As part of our safeguarding policy, we will

- promote and prioritise the safety and wellbeing of children and young people
- ensure everyone understands their roles and responsibilities in respect of safeguarding.
- ensure that confidential, detailed and accurate records of all safeguarding concerns are maintained and securely stored.

The policy and procedures will be widely promoted and are mandatory for everyone involved in Youth Music. Failure to comply with the policy and procedures will be addressed without delay and may ultimately result in dismissal from the organisation/exclusion from Youth Music funding.

All organisations receiving grant funding or applying for grant funding from Youth Music have the primary responsibility for safeguarding beneficiaries, staff and volunteers, and must take all the necessary steps to ensure that their organisation is operating in a safe and secure environment. This includes: staff and volunteers receiving appropriate training and support to prevent safeguarding issues arising, and to spot signs of abuse; carrying out DBS checks where appropriate; robust procedures for reporting abuse in a timely and objective manner; and clear accountability structures, including a named contact for any safeguarding issues.

Commitment of the Youth Music team

All staff and trustees will receive a copy of this Safeguarding Policy on taking up their role with us as part of their induction. Training to ensure a full understanding of safeguarding matters and their importance will be provided to staff and trustees; and specific, regular and in-depth training will be provided to the Safeguarding Officer.

The Safeguarding Officer is: Angela Linton, Chief Operating Officer 020 7902 1095 or email: angela.linton@youthmusic.org.uk

Legislation and guidance

The key legislative framework for safeguarding matters relevant to those who work with Youth Music is contained in: the Children Act 2004, the Safeguarding of Vulnerable Groups Act 2006, the Protection of Freedoms Act 2012, the Care Act 2014, the Children and Social Work Act 2017 and the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 as amended.

Youth Music is also committed to ensuring effective safeguarding arrangements as set out in the government guidance [Working Together to Safeguard Children](#) (2015).

Safer recruitment and Disclosure and Barring Service (DBS) checks

It is important to note that safer recruitment is not confined to conducting DBS checks but includes a responsible and considered approach to recruitment generally including conducting interviews, checks on qualifications and taking up appropriate references. Youth Music's HR policies cover these issues in detail.

We will carry out DBS checks on our trustees and staff as appropriate and in accordance with the Charity Commission's guidance on safeguarding.

We will ensure that our funding agreement with each of our grant recipients contains appropriate safeguarding provisions which require them to comply with their own safeguarding duties and conduct all relevant DBS checks.

(This policy was last reviewed in April 2018)