

# Safeguarding: What does Youth Music expect from funded partners?

Youth Music’s safeguarding policy states that 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.

In order to be eligible for Youth Music funding, safeguarding must be an essential part of your culture and ways of working, and you must meet our minimum safeguarding standards.

## Safeguarding culture and ways of working

Safeguarding is most effective when it is a culture and mindset. Rather than a “box-ticking” compliance exercise, safeguarding should be a continually evolving practice, part of the culture and DNA of an organisation. What’s more, it should be done with and for the people it’s designed to protect from harm.

This means:

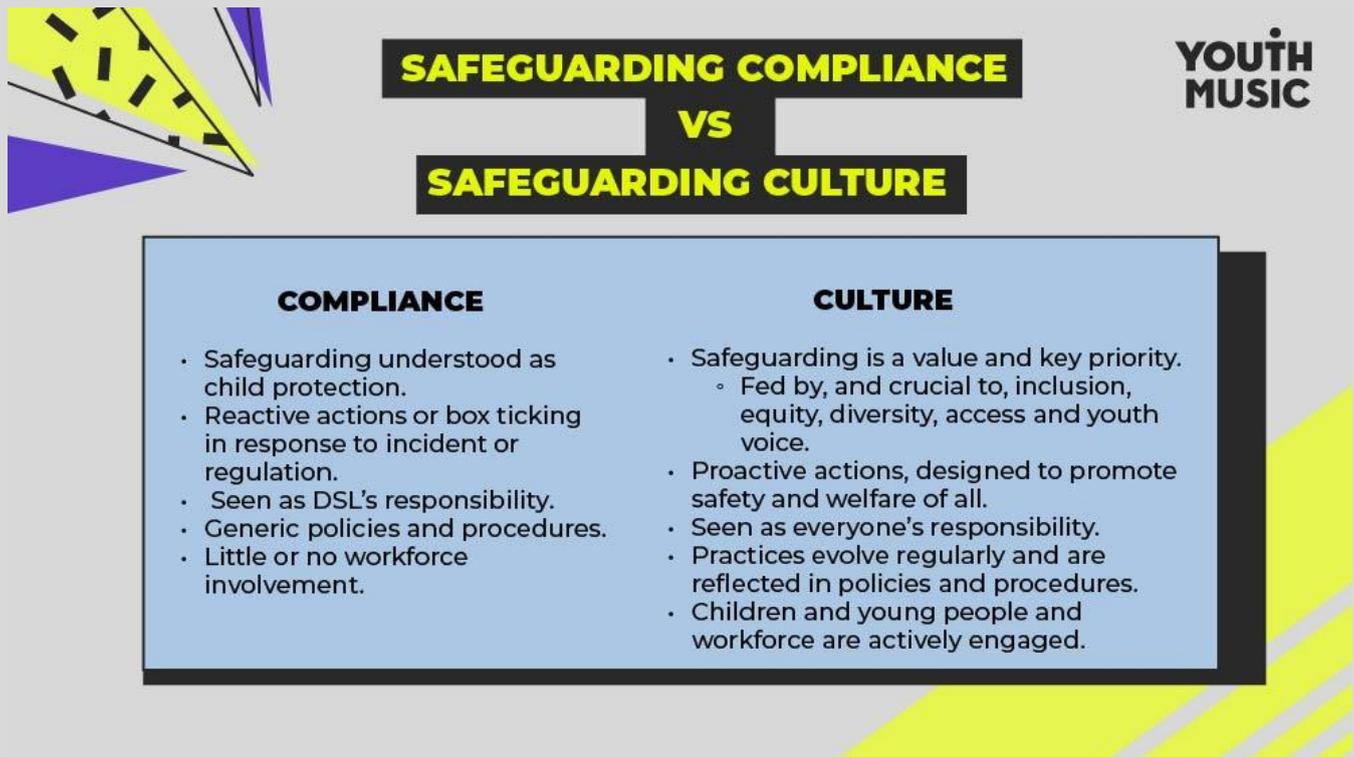
- There’s a culture of “it could happen here” within your organisation. Everyone understands that safeguarding is their responsibility: promoting safety, understanding how to identify safeguarding concerns, and knowing what to do if there is a concern.
- Things are done pro-actively, in anticipation of what could happen. Like risk-assessing work before it begins and putting in place mitigations.
- There’s a culture of children and young people’s views being heard, listened to, and responded to. Children and young people feel confident to communicate what they need to feel safe, and in the response they would receive if they made a disclosure. The same goes for staff and volunteers.
- Dialogue and reflection on safeguarding practices takes place regularly with the staff and volunteer team. Formal training means people’s skills and knowledges stay up-to-date.
- Safeguarding policies and procedures not only meet the legal requirements for your organisation, but are regularly reviewed and updated to mirror your culture and ways of working.
- There’s an inclusive culture that recognises people’s different identities, contexts, needs and experiences to prevent different types of normalised harm and discrimination. Management and leadership approaches mean that people feel safe, valued and able to disclose concerns equitably.

Our article ‘Putting the Spotlight on Safeguarding’ has more insights on what safeguarding cultures

look like.

## Safeguarding culture vs safeguarding compliance

In developing a safeguarding culture, we can move away from “safeguarding compliance”. Safeguarding compliance is when safeguarding policies technically meet what’s required for an organisation, but these policies might be generic and irrelevant to their context. Or their workforce might not see safeguarding as their responsibility. The chart below summarises these two approaches:



If you apply for Youth Music funding, we'll want to know that you're developing a safeguarding culture and we ask for some examples that demonstrate how you're doing this. The Developing a Safeguarding Culture resources shared in this hub can support you to get started or identify the next steps.

## Minimum safeguarding standards

If you apply for Youth Music funding, you'll need to evidence you meet our minimum safeguarding standards:

1. A safeguarding policy in the name of your organisation, updated in the last 3 years.
2. A person with overall responsibility for safeguarding (your designated safeguarding lead).
  - Their name and contact details are in your safeguarding policy.
3. Safer recruitment practices including DBS checks for those working with children and young people (at the highest level permitted, re-checked at least every three years).

4. A procedure for reporting concerns, incidents or allegations (including those against staff/volunteers) that says who to inform and how to contact them.
5. Regular safeguarding training for staff and volunteers who work with children and young people (this can include in-house sessions) and induction into safeguarding for new starters.

Our [article on the safeguarding minimum standards](#) outlines some common ways the standards aren't met and provides advice on how to meet them.

If you don't yet meet the minimum standards, you should develop your policy and practices to meet these requirements before applying for Youth Music funding. The resources shared in this hub can support you to do this.

If you're unsure whether you meet the minimum standards or have other questions, contact the Grants & Learning team on [grants@youthmusic.org.uk](mailto:grants@youthmusic.org.uk)

# YOUTH MUSIC

THE NATIONAL FOUNDATION FOR YOUTH MUSIC  
STUDIO LG01, THE PRINT ROOMS  
164-180 UNION STREET, LONDON, SE1 0LH

REGISTERED CHARITY NUMBER: 1075032  
LIMITED COMPANY NUMBER: 03750674