



Safeguarding Policy

November 2022

PP-ChPP-SGP-22



1. Purpose

The purpose of this policy is to protect people, particularly children, at risk adults and beneficiaries of assistance, from any harm that may be caused due to their coming into contact with Phoenix Performers. This includes harm arising from:

- The conduct of volunteers or personnel associated with Phoenix Performers
- The design and implementation of Phoenix Performer's programmes and activities

The policy lays out the commitments made by Phoenix Performers and informs staff and associated personnel¹ of their responsibilities in relation to safeguarding.

This policy does not cover:

- Sexual harassment in the workplace – this is dealt with under Phoenix Performers' Anti Bullying and Harassment Policy.²
- Safeguarding concerns in the wider community not perpetrated by Phoenix Performers or associated personnel.

2. What is safeguarding?

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect³

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our volunteers or associated personnel.

Further definitions relating to safeguarding are provided in the glossary below.

3. Scope

- All volunteer leaders of Phoenix Performers
- Associated personnel whilst engaged with work or visits related to Phoenix Performers, including but not limited to the following: volunteers; Friends of Phoenix; programme visitors including journalists, photographers and politicians.

4. Policy Statement

Phoenix Performers believes that everyone we come into contact with, regardless of age, gender identity, disability, sexual orientation or ethnic origin has the right to be protected from all forms of harm, abuse, neglect and exploitation. Phoenix Performers will not tolerate abuse and exploitation by staff or associated personnel.

This policy will address the following areas of safeguarding as appropriate: child safeguarding, adult safeguarding, and protection from sexual exploitation and abuse. These key areas of safeguarding may have different policies and procedures associated with them (see Associated Policies).

Phoenix Performers commits to addressing safeguarding throughout its work, through the three pillars of prevention, reporting and response.

¹ See 'Scope' for definition of associated personnel

² Some NGOs are now including workplace bullying and harassment in their safeguarding portfolio, as it relates to harm caused by coming into contact with our staff or programmes. However accompanying procedures for dealing with workplace bullying and harassment are likely to be different, due to legal and statutory differences in handling workplace incidents

³ NHS 'What is Safeguarding? Easy Read' 2011



5. Prevention

5.1. Phoenix Performers responsibilities

Phoenix Performers will:

- Ensure all staff have access to, are familiar with, and know their responsibilities within this policy
- Design and undertake all its programmes and activities in a way that protects people from any risk of harm that may arise from their coming into contact with Phoenix Performers. This includes the way in which information about individuals in our sessions is gathered and communicated.
- Implement stringent safeguarding procedures when recruiting, managing and deploying leaders and associated personnel.
- Ensure staff receive training on safeguarding at a level commensurate with their role in the organization.
- Follow up on reports of safeguarding concerns promptly and according to due process.

The Phoenix Performers uses the NSPCC's guidance and training for protecting children in the performing arts -

<https://learning.nspcc.org.uk/safeguarding-child-protection/for-performing-arts>

5.2. Staff responsibilities

5.3. Child safeguarding

Phoenix Performers volunteer leaders and associated personnel must not:

- Engage in sexual activity with anyone under the age of 18
- Sexually abuse or exploit children
- Subject a child to physical, emotional or psychological abuse, or neglect
- Engage in any commercially exploitative activities with children including child labour or trafficking

5.4. Adult safeguarding

Phoenix Performers staff and associated personnel must not:

- Sexually abuse or exploit at risk adults
- Subject an at-risk adult to physical, emotional or psychological abuse, or neglect

5.5. Protection from sexual exploitation and abuse

Phoenix Performers staff and associated personnel must not:

- Exchange money, employment, goods or services for sexual activity. This includes any exchange of assistance that is due to beneficiaries of assistance
- Engage in any sexual relationships with beneficiaries of assistance, since they are based on inherently unequal power dynamics

Additionally, Phoenix Performers staff and associated personnel are obliged to:

- Contribute to creating and maintaining an environment that prevents safeguarding violations and promotes the implementation of the Safeguarding Policy
- Report any concerns or suspicions regarding safeguarding violations by a Phoenix Performers staff member or associated personnel to the appropriate volunteer member.

6. Enabling reports

Phoenix Performers will ensure that safe, appropriate, accessible means of reporting safeguarding concerns are made available to volunteer leaders and the members we work with.



Any staff reporting concerns or complaints through formal whistleblowing channels (or if they request it) will be protected by Phoenix Performers' Disclosure of Malpractice in the Workplace (Whistleblowing) Policy.

Phoenix Performers will also accept complaints from external sources such as members of the public official bodies.

6.1. How to report a safeguarding concern

Staff members who have a complaint or concern relating to safeguarding should report it immediately to Phoenix Performers Safeguarding lead. If the staff member does not feel comfortable reporting to Phoenix Performers Safeguarding lead (for example if they feel that the report will not be taken seriously, or if that person is implicated in the concern) they may report to any other appropriate volunteer leader.

safeguarding@phoenixperformers.com

Suzanne Fox

suzanne@phoenixperformers.com

Christina Hailwood

christina@phoenixperformers.com

7. Response

Phoenix Performers will follow up safeguarding reports and concerns according to policy and procedure, and legal and statutory obligations.

Phoenix Performers will apply appropriate disciplinary measures to anyone found in breach of policy.

Phoenix Performers will offer support to survivors of harm caused by staff or associated personnel, regardless of whether a formal internal response is carried out (such as an internal investigation). Decisions regarding support will be led by the survivor.

8. Confidentiality

It is essential that confidentiality is maintained at all stages of the process when dealing with safeguarding concerns. Information relating to the concern and subsequent case management should be shared on a need to know basis only, and should be kept secure at all times.

9. Glossary of Terms

Child

A person below the age of 18

Harm

Psychological, physical and any other infringement of an individual's rights

Psychological harm

Emotional or psychological abuse, including (but not limited to) humiliating and degrading treatment such as bad name calling, constant criticism, belittling, persistent shaming, solitary confinement and isolation





Protection from Sexual Exploitation and Abuse (PSEA)

The term used by the humanitarian and development community to refer to the prevention of sexual exploitation and abuse of affected populations by staff or associated personnel. The term derives from the United Nations Secretary General's Bulletin on Special Measures for Protection from Sexual Exploitation and Abuse (ST/SGB/2003/13)

Safeguarding

In the UK, safeguarding means protecting peoples' health, wellbeing and human rights, and enabling them to live free from harm, abuse and neglect⁴

In our sector, we understand it to mean protecting people, including children and at risk adults, from harm that arises from coming into contact with our staff or programmes.

One donor definition is as follows:

Safeguarding means taking all reasonable steps to prevent harm, particularly sexual exploitation, abuse and harassment from occurring; to protect people, especially vulnerable adults and children, from that harm; and to respond appropriately when harm does occur.

This definition draws from our values and principles and shapes our culture. It pays specific attention to preventing and responding to harm from any potential, actual or attempted abuse of power, trust, or vulnerability, especially for sexual purposes.

Safeguarding applies consistently and without exception across our programmes, partners and staff. It requires proactively identifying, preventing and guarding against all risks of harm, exploitation and abuse and having mature, accountable and transparent systems for response, reporting and learning when risks materialise. Those systems must be survivor-centred and also protect those accused until proven guilty.

Safeguarding puts beneficiaries and affected persons at the centre of all we do.

Sexual abuse

The term 'sexual abuse' means the actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions.

Sexual exploitation

The term 'sexual exploitation' means any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another. This definition includes human trafficking and modern slavery.

Survivor

The person who has been abused or exploited. The term 'survivor' is often used in preference to 'victim' as it implies strength, resilience and the capacity to survive, however it is the individual's choice how they wish to identify themselves.

At risk adult

Sometimes also referred to as vulnerable adult. A person who is or may be in need of care by reason of mental or other disability, age or illness; and who is or may be unable to take care of him or herself, or unable to protect him or herself against significant harm or exploitation.

⁴ NHS 'What is Safeguarding? Easy Read' 2011

