



SHAKESPEARE'S GLOBE – SAFEGUARDING POLICY

Our Safeguarding Policy

This policy applies to all staff, including the Executive team, senior managers and the Board of Trustees, paid staff, volunteers and seasonal workers, agency staff, students and anyone else working on behalf of Shakespeare's Globe wherever that work is being undertaken.

We expect all visitors to our site to behave according to the policy.

Shakespeare's Globe believes that a child or young person should never experience abuse or neglect. We take our responsibility for the welfare of children and young people very seriously and we are committed to practice at all times in a way which protects them.

We are also aware that there are some adults with particular vulnerabilities who require safeguarding in a similar way. This policy applies to them as well.

The purpose of this policy is:

- To provide all children and young people who visit our premises and use our services with a safe, enjoyable and stimulating experience while ensuring that as far as possible, they are properly safeguarded
- To set out for staff and volunteers and visitors the overarching principles which guide our approach to safeguarding children and young people

Legal framework

This policy has been drawn up on the basis of law and current best practice guidance, namely:

- Children Act 1989 & 2004
- UN Convention of the Rights of the Child 1991
- Data Protection Act 1998
- Sexual Offences Act 2003
- Protection of Freedoms Act 2012

Supplemented where appropriate by guidance on safeguarding children issued by:

- H.M. Government
- National Society for the Prevention of Cruelty to Children (NSPCC)
- Southwark Safeguarding Children Board

The legal framework for the safeguarding of vulnerable adults is slightly different. The key documents are:

- The National Framework for Standards for good practice and outcomes in Adult Protection work 2005
- Care Act 2014

Each form of abuse is investigated according to a set of pan London procedures. These are available at:

londonadass.org.uk/wp-content/uploads/2015/02/LONDON-MULTI-AGENCY-ADULT-SAFEGUARDING-POLICY-AND-PROCEDURES.pdf in respect of adults and londoncp.co.uk in respect of children

We recognise that:

- The welfare of the child is paramount as enshrined in the Children Act 1989
- All children, regardless of age, disability, gender, racial heritage, religious belief, sexual orientation or identity, have an equal right to protection from abuse or neglect
- Some children are additionally vulnerable because of the impact of previous experiences, disability, or other issues
- Working in partnership with children, young people, their parents, carers and other agencies is essential in promoting the welfare of children and young people
- Some adults need protecting in similar ways

We will seek to keep children, young people and at risk adults safe by:

- Valuing them, respecting them and listening to them
- Setting out clear Child Protection Procedures and ensuring that staff and volunteers have regard to it at all times
- Recruiting staff and volunteers safely ensuring that all necessary checks are made
- Providing effective management and support for staff and volunteers through supervision and training
- Where concerns arise about the actions of staff or volunteers we will take action as set out in the Child Protection Procedures here
- Publicising information about child protection and good practice to children, parents, staff, and agencies who use our services
- Sharing concerns in respect of individual children and vulnerable adults with the appropriate agencies and co-operating with any subsequent investigations
- Appointing a board level safeguarding lead. This is Dame Rachel de Souza

We will keep our policy and practice up to date by reviewing it regularly.

This policy was last reviewed on: 16 November 2017 (date)

Signed: Ian Dixon

Chief Finance & Operations Officer
(Safeguarding lead)

A handwritten signature in black ink, appearing to read 'Ian Dixon'.