

Safeguarding Code of Behaviour



Harborne Orchestra

Harborne Orchestra is a not-for-profit organisation

When Harborne Orchestra is involved in an activity where there are children, young people and/or vulnerable adults:

A. Each member, freelancer and volunteer should:

1. Remember that they are a role model;
2. Remember that they are in a position of trust;
3. Treat everyone with dignity and respect;
4. Treat all vulnerable people with equality;
5. Act within appropriate boundaries, even in difficult circumstances;
6. Ensure physical contact with children and young people is kept to a minimum and is appropriate and relevant to the particular activity;
7. Encourage an open and transparent culture, where people can challenge inappropriate attitudes or behaviours;
8. Create an environment where vulnerable people feel safe to voice their concerns;
9. Report immediately all allegations, suspicions and concerns related to abuse to the Safeguarding Officer or the Deputy Safeguarding Officer;
10. Respect a young person's right to personal privacy as far as possible, recognising that in some cases it may be necessary to break confidentiality in order to follow child protection procedures; if this is the case it is important to explain this to the child or young person at the earliest opportunity;
11. Remember that someone may misinterpret their actions.

and should:

1. Not plan to be alone with a young person unless they have a DBS check;
2. Not smoke or drink alcohol when they are directly responsible for vulnerable people;
3. Not trivialise abuse or let it go unreported;
4. Not overstep the boundaries between themselves and young people by engaging in inappropriate friendships'
5. Not allow activities that encourage bullying behaviour;
6. Not use inappropriate, suggestive or threatening language, whether verbal, written or online;
7. Not rely on their reputation or position to protect them.

B. Each child, young person and/or vulnerable adult should:

1. Be able to rely on the appropriate behaviour of everyone at Harborne Orchestra and behave appropriately themselves;
2. Know who to go to if the behaviour of anyone at Harborne Orchestra causes them anxiety;
3. Feel confident that they will be listened to and supported in accordance with the Harborne Orchestra Safeguarding Policy