

Safeguarding Policy

The purpose and scope of this policy statement

At Music in Unison, children and their welfare are at the heart of all we do. We offer a welcoming, inclusive environment for children to explore music and promote equality and diversity in all sessions.

The purpose of this policy statement is:

- To protect children and young people who receive music tuition under Music in Unison
- To provide staff and team members, as well as children and young people and their families, with the overarching principles that guide our approach to child protection

This policy applies to anyone working on behalf of Music in Unison, including senior managers, musicians, class leaders, sessional workers and students.

Legal framework

This policy has been drawn up on the basis of legislation, policy and guidance that seeks to protect children in England. A summary of the key legislation and guidance is available from [nspcc.org.uk/childprotection](https://www.nspcc.org.uk/childprotection).

We believe that:

- Children and young people should never experience abuse of any kind
- Every child has a right to experience safe, positive music tuition
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and to practise in a way that protects them

We recognise that:

- The welfare of children is paramount in all the work we do and in all the decisions we take
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex, or sexual orientation have an equal right to protection from all types of harm or abuse
- Some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues and extra safeguards may be needed to keep children who are additionally vulnerable safe from abuse.

We will seek to keep children and young people safe by

- valuing, listening to and respecting them
- appointing a nominated child protection lead for children and young people



- adopting child protection and safeguarding best practice through our policies, procedures and code of conduct for staff
- providing effective management for through supervision, support, training and quality assurance measures so that all staff know about and follow our policies, procedures and behaviour codes confidently and competently
- recruiting and selecting staff safely, ensuring all necessary checks are made
- recording and storing and using information professionally and securely, in line with data protection legislation and guidance
- using our safeguarding and child protection procedures to share concerns and relevant information with agencies who need to know, and involving children, young people, parents, families and carers appropriately
- using our procedures to manage any allegations against staff appropriately
- creating and maintaining an anti-bullying environment and ensuring that we have a policy and procedure to help us deal effectively with any bullying that does arise
- ensuring that we have effective complaints and whistleblowing measures in place
- ensuring that we provide a safe physical environment for our children, young people, staff and volunteers, by applying health and safety measures in accordance with the law and regulatory guidance
- building a safeguarding culture where staff, children, young people and their families, treat each other with respect and are comfortable about sharing concern
- at the beginning of each term we will seek permission for the use of film, photography and social media and respect the parent or guardian's wishes around this.

Contact details

Nominated child protection lead

Name: Tara Delve

Phone/email: info@musicinunison.co.uk

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Deputy child protection lead(s)

Name [Karina Beesley](#)

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We are committed to reviewing our policy and good practice annually.

This policy was last reviewed on:

Date: 22nd August 2023

Signed:

A handwritten signature in black ink, appearing to be "P. Delve".