

Safeguarding Policy

Lynx Theatre and Poetry takes very seriously the need to protect children and vulnerable adults as enshrined in the *Children Act 2004*, *Working Together to Safeguard Children (DfE 2013)* and Human Rights legislation, including:

- Protecting children from maltreatment,
- Preventing impairment of children's health or development,
- Taking action to enable all children to have the best outcomes, and
- Preventing any violation of a vulnerable individual's human and civil rights.

This policy document should be read in conjunction with Lynx's Equal Opportunities Policy, and particular care should be taken not discriminate against or devalue children and vulnerable adults whose language skills may be impaired through disability or lack of knowledge of English.

Lynx recognises that its representatives may be involved in three activities bringing them into contact with children or vulnerable adults:

1. **During a performance:** Lynx considers that both the performers and technicians will be involved in their professional activities, and that any children or vulnerable adults are the responsibility of those supervising adults who have brought them to see that performance.
2. **During any pre- or post-performance discussion:** Lynx requires that supervising adults remain with the children or vulnerable adults and continue to take responsibility for their welfare. Lynx representatives are required to treat children and vulnerable adults with full respect for their dignity and sense of self-worth.
3. **During workshops:** Lynx representatives will only be permitted to engage in workshops involving children or vulnerable adults when those Lynx representatives have been properly trained and security checked, or when the workshop is attended by the supervising adults responsible for bringing the children or vulnerable adults to the event, or by others who can verify their fitness and competence to accept such a supervisory role. Lynx representatives are required to treat children and vulnerable adults with full respect for their intellectual and personal dignity and sense of self-worth.

Outside of these activities, Lynx representatives must not allow a situation to arise in which they are alone with children or vulnerable adults.

In the event of any complaint being made that a Lynx representative has acted inappropriately, this should be brought to the attention of the Lynx trustees in writing at:

The Chair of the Trustees – Personal and Confidential
Lynx Theatre and Poetry
Poppyseed Cottage
High Street
Stoke Ferry
Norfolk
PE33 9SF

The Chair of the trustees will then contact the Independent Theatre Council for assistance in determining the facts of the case and managing any action which needs to be taken.