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## WATFORD BAND SAFEGUARDING POLICY STATEMENT – 2022

### Our band

The Watford Band is a traditional brass band based in Watford in the North West of London. We engage actively with our local community through performances and other events to promote the spirit of music and the benefits it brings.

### The purpose of this policy statement is:

- to protect children and vulnerable adults who are members of the Watford Band, or who perform or rehearse with the band on a temporary basis.
- to provide Watford Band members, or those who perform or rehearse with the band on a temporary basis, with the overarching principles that guide our approach to the protection of children and vulnerable adults.

### This policy applies to:

Watford Band members, or those who perform or rehearse with the band on a temporary basis.

### 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 is available from [learning.nspcc.org.uk](https://www.learning.nspcc.org.uk).

### Definitions. For the purpose of this policy statement:

- a **child** is any person under the age of 18.
- a **vulnerable adult** is person who is 18 years of age or over, and who may be in need of community care services by reason of mental or other disability, age or illness and who is or may be unable to take care of themselves, or unable to protect themselves against significant harm or serious exploitation.

**We believe that:**

- Children and vulnerable adults should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and vulnerable adults, to keep them safe and to act in a way that protects them at all times.

**We recognise that:**

- the welfare of children and vulnerable adults is paramount in all that we do and in all the decisions we take. We have a zero tolerance to discrimination: all children and vulnerable adults have an equal right to protection from all types of harm or abuse and we have a responsibility to promote this.
- some children are additionally vulnerable because of the impact of previous experiences, their level of dependency, communication needs or other issues.
- children and young adults must be valued, listened to and respected at all times.

**We will demonstrate our safeguarding principles towards children and vulnerable adults by:**

- appointing the Chairman of Trustees as the band's Safeguarding Officer. The incumbent is to ensure that personnel requiring DBS clearances hold the appropriate level of such clearance and that a record of such is maintained.
- in addition ensuring the Safeguarding Officer and one other band member are individuals certified and trained through the Brass Band England BandSafe training programme; namely:

Mr John Robb – Chairman of the Trustees

Miss Amy Robb – Tenor Horn

- publicising our safeguarding policy through the Watford Band website and Facebook page.
- providing a copy of this statement in the 'welcome pack' provided to all new members of the Watford Band.
- assessing any allegations contrary to this policy. Such assessment will be conducted by a qualified BandSafe member. The purpose of such assessment will be to ensure any subsequent investigation or action is referred to the appropriate higher authority or handled appropriately and to satisfactory conclusion.

- ensuring that we provide a safe physical environment for children and vulnerable adults by applying health and safety measures in accordance with the law and regulatory guidance.
- Establishing this policy as a standing AGM item, to include open discussion on our performance in accordance with it, and agree improvement or change to it.

### **Good practice**

All personnel should adhere to the following principles and actions:

- treat all young and vulnerable people equally; this means giving both the more and less talented members of a band similar attention, time, respect and preserving their dignity.
- build relationships based on mutual trust and respect, in which young people are encouraged to take responsibility for their own development and decision-making.
- avoid physical contact with young people.
- avoid one to one tuition and other periods alone with children.

### **Poor practice**

The following are regarded as poor practice and should be avoided by all band members:

- allowing children to use inappropriate language unchallenged.
- letting allegations go unchallenged, unrecorded, or not acted upon.
- doing things for a child or vulnerable adult of a personal nature that they can do for themselves.
- engaging in conversation topics, language and other behaviour that would, societally, be deemed inappropriate.

### **Indicators of abuse**

Physical, sexual and emotional abuse, together with neglect and bullying are all considered abuse. Watford Band members are not experts in recognising abuse and the following indicators are provided to assist in identifying the signs that some form of abuse could be taking place:

- unexplained or suspicious injuries such as bruising, cuts or burns, particularly if situated on a part of the body not normally prone to such injuries.

- an injury for which an explanation seems inconsistent.
- the child or vulnerable adult describes what appears to be an abusive act involving him/her.
- unexplained changes in a child's behaviour – e.g. becoming very quiet, withdrawn, or displaying sudden outbursts of temper - or behaviour changing over time.
- inappropriate sexual awareness.
- distrust of adults, particularly those with whom a close relationship would normally be expected.
- difficulty in making friends.
- losing or gaining weight, particularly quickly.
- becoming increasingly dirty or unkempt.
- an unexplained drop-off in standard of performance.

These indicators are not proof that abuse is taking place. It is not the responsibility of Watford Band members to decide that abuse is occurring, but it is their responsibility to act on any concerns.

**In implementing this policy we will always:**

- promote open communication with children, vulnerable adults and their families to ensure that concerns are identified early and that children, vulnerable adults and their families know where to go for help if they have a concern.
- promote open communication with non-vulnerable adult members of Watford Band, or those who perform or rehearse with the band on a temporary basis, in order to identify concerns, challenge or highlight any inappropriate behaviour.
- champion an environment of 'self policing, 'respectful challenge' and 'zero tolerance' in all circumstances.

**Conclusion**

Watford Band, by accepting this policy statement, has pledged its determination to ensure that children and vulnerable adults can contribute to the band and its activities in a safe and welcoming environment, in which their participation is respected and valued.

**Contact details:**

**Nominated Safeguarding Officer and child protection lead:**

Mr John Robb. Tel: 07877 339787; email: [chair@watfordband.org.uk](mailto:chair@watfordband.org.uk)

**Deputy child protection lead:**

Miss Amy Robb. Via the Chair, above.

**Watford Band address:**

Band Club House  
The Lincolnsfield Centre  
Busheyhall Drive  
Bushey  
Watford  
Hertfordshire  
WD23 2ES

**NSPCC Helpline.** Tel: 0808 800 5000

This policy was last reviewed on 04 February 2022, by the Watford Band Committee, under the Chairmanship of Mr John Robb. Signed on original.