

Oxford Theatre Guild
Safeguarding Policy Statement

We believe everyone involved in our activities has a right to be safe from harm and are committed to keeping all participants and members safe regardless of their age, disability, gender, gender reassignment, race, religion or belief, sex, or sexual orientation. We will operate within the law and take mitigating steps to reduce and eliminate risk wherever possible. Where there are allegations of misconduct - sexual, bullying, discrimination, violent, or emotional abuse – we will investigate and take appropriate action.

We will meet our commitment to keeping everyone safe and will:

- Listen and respond to all participants' feedback on their experiences
- Appoint a Safeguarding Officer who takes lead responsibility for safeguarding
- Publish policy statements related to safeguarding, including child protection
- Implement a safeguarding risk assessment methodology throughout our production process, from show selection onwards, including a safeguarding checklist at the start of each production, and maintenance and monitoring of a risk register
- Make sure everyone involved with the show is familiar with our safeguarding and child protection procedures and risk assessment methodology and risk register
- Ensure children, young people, vulnerable adults and their families know about the organisation's safeguarding and child protection policies and what to do if they have a concern
- Arrange DBS checks on participants where required by our safeguarding risk assessments
- Build a safeguarding culture where everyone knows how they are expected to behave and feel comfortable about sharing concerns.