



Inspiring choral music since 1923

Salisbury Musical Society Safeguarding Policy

Our commitment to safeguarding

Salisbury Musical Society believes that members should never experience abuse of any kind. We are committed to safeguarding the well-being of all adults at risk we come into contact with and protecting them from harm. At the heart of our understanding of safeguarding is the creation of a safe and welcoming environment, where everyone is respected and valued. We endeavour to operate in a way that actively prevents harm, harassment, bullying, abuse and neglect. We aim to respond safely and well if there is a problem.

About this policy

- This policy applies to: all members and potential members, staff (whether employees or freelancers), volunteers and anyone working on behalf of Salisbury Musical Society.
- The purpose of this policy is to provide members, potential members, staff and volunteers with the overarching principles that guide our approach to the protection of all vulnerable people.
- This policy recognises vulnerable people as: adults aged over 18 at risk as defined by the Safeguarding Vulnerable Groups Act 2006. This might include adults with a learning or physical disability, a physical or mental illness, chronic or otherwise, including an addiction to alcohol or drugs, or reduced physical or mental capacity.
- This policy also recognises risk is determined by the activity an adult is taking part in and not solely on the personal characteristics or circumstances of the adult, as such any adult can be at risk, and the risk can be temporary. Categories of abuse may include physical, sexual, financial, emotional abuse, bullying and neglect.
- This policy ensures members, staff and volunteers working with adults at risk are carefully recruited and understand and accept responsibility for the safeguarding of those vulnerable individuals they are interacting with.
- This policy ensures that the safeguarding of adults at risk is a primary consideration when Salisbury Musical Society undertakes any activity, event or project.

How Salisbury Musical Society might work with vulnerable people

Membership is open to those over 18 years of age. We run regular auditions, rehearsals for members and potential members and put on concerts for the general public, as well as occasional workshops. As such our involvement with vulnerable people might include, but is not limited to: members or prospective members of SMS who attend auditions, rehearsals, workshops and concerts. Salisbury Musical Society is not responsible for the safeguarding of audience members; and children and young people under the age of 18 remain the responsibility of their parents/carers or another assigned adult while attending SMS concerts.

Safeguarding Officer

The membership secretary, Carole Bexon (membership@salburymusicalsociety.org.uk), has responsibility for safeguarding issues. All queries and concerns relating to safeguarding should be referred to her in the first instance.

Procedures for raising safeguarding concerns

- If any member, staff or volunteer in Salisbury Musical Society witnesses, suspects or is informed of a witnessed or suspected case of abuse they should immediately report it to the named Safeguarding Officer.
- Voice part representatives play a role in supporting vulnerable members, and reporting any concerns to the Membership Secretary.
- If the Safeguarding Officer is not available, or is involved in or connected to, the abuse, it should be reported to the SMS Society Secretary or Chairman.
- The Safeguarding Officer (or in their absence the Society Secretary or Chairman) will make a decision based on the immediacy of the concern to
 - Contact the police – for serious or possible criminal offences.
 - Request an assessment by the local authority social care department about whether a vulnerable person is in need of protection.
 - An internal investigation – for less serious incidents where they feel internal mediation will be successful.

Policy review

This policy will be reviewed and amended (if necessary) on an annual basis by the SMS committee during the Autumn term. It will also be reviewed in response to changes in relevant legislation, good practice, or in response to an identified failing in its effectiveness.

Clare Tawney
Society Secretary
7 November 2024

Adopted by SMS Committee

Date: 7 November 2024