

Policy statement for protecting children and adults at risk

The Royal Opera House believes that safeguarding is everyone's responsibility. We recognise that the care, protection and welfare of children and adults at risk is paramount and that these groups have the right to be protected from all types of harm.

The Royal Opera House recognises that it has a fundamental duty of care towards all children and adults at risk who participate in Royal Opera House activities, whether as a performer, visitor or through an activity or project. This applies to everything the Royal Opera House does regardless of where it is delivered and includes online / digital delivery. This includes a duty to protect people from abuse.

A child is defined in the Royal Opera House as anyone who has not reached their 18th birthday (UNCRC 1989) irrespective of the age of majority in the country where the child is, or in their home country.

An adult at risk is defined as those aged 18 years or over and at risk of abuse or neglect because of their needs for care and or support.

The Royal Opera House is committed to

- Valuing, respecting and listening to children and adults at risk; preventing anything which contradicts their dignity and rights
- Ensuring safe recruitment practices are followed when employing staff
- Developing and maintaining appropriate systems to protect children and adults at risk from abuse
- Training staff to ensure there is a common understanding of recognising abuse and, reporting concerns
- Sharing information about concerns with appropriate agencies, involving children and parents as appropriate, while maintaining confidentiality
- Developing an environment of safety and security, operating to the City of Westminster's guidelines for the care of children in stage performances.

The Royal Opera House's work is guided by the following principles:

- Considering the best interests and welfare of children and young people as paramount, and are factored into decision making
- Ensuring a child-centred and rights-based approach is used to ensure children are in focus during planning, project delivery and performances
- Providing equality of opportunity, and protection from abuse to all children and young people whatever their age, culture, disability, gender, language, racial origin, religious beliefs and/or sexual identity
- Maintaining strict confidentiality to ensure sensitive personal data is protected and people will be informed about issues on a need to know basis
- Recognising elements of risk and taking all necessary steps to reduce this risk
- Ensuring suspicions and allegations of abuse are taken seriously and responded to swiftly and appropriately, and that all staff are aware of how to report an issue.